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# Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 4 VOL. XXV

APRIL 1948

THREEPENCE

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## BOURNEMOUTH—BATTLE OR BUGLE CALL?

THAT this year's NALGO Conference would be a lively one has long been predicted. Publication of the preliminary agenda this month makes it certain.

Disappointed by delays in meeting their claims, frustrated by the failure of their hopes, angered by the arbitration award, and exasperated by the latest decision of the Examinations Board, districts, branches, and members, are thirsting for blood. Some demand the heads of the whole of the N.E.C., some seek only the scalps of the staff side of the National Joint Council, but all, it would seem, are determined that something drastic must be done by—or to—somebody.

There can be no denying the force or the justification of much of the criticism. In common with all salaried employees, local government officers are feeling acutely the effects of ever-rising costs and ever-shrinking standards of living. For many, particularly in the Clerical, Miscellaneous, and APT Grades, implementation of the Charter by local authorities has failed to bring that relief from the pressure of prices for which they had hoped. And, crowning disillusion, the increase in the cost-of-living bonus to which they had looked forward for three years, has now been refused to all save a minority, while the Government policy of wage-freezing has come to dash all hopes of amelioration in the foreseeable future.

### Unfair Attacks

But, admitting the justice of the emotion, are the criticisms and demands to which it has led entirely fair? One branch censures the staff side of the National Joint Council for its "dilatatory" conduct of the consolidation negotiations. Another deprecates its "submissive" attitude. A third expresses lack of confidence in the N.E.C. because of its "failure adequately to represent the interests of local government officers." Do these branches, and the others who record their "dismay," "extreme dissatisfaction," "grave concern," or "keen disappointment" over the award, really believe that the N.E.C., or the staff side, has merely to table a claim, and argue it cogently, for it to be promptly admitted and approved? Do they not appreciate that, on the other side of the table, are hard-headed (and, it may be, hard-hearted) men representing the local authorities, who have to be convinced not by emotion or argument, but by cold fact, of the justice of the claim? Every branch executive is accustomed to meeting the members of its own authority in direct negotiation. Does it always get everything it demands, promptly and in full? The complaints about inadequate grading hardly suggest that it does. By what right, then, can it fairly censure the N.E.C., or the staff side, when they do no better against the same opposition, magnified to a higher power?

Was it "dilatatory" to table the bonus claim

two months before the expiry of the "stand-still" agreement (without which, let it not be forgotten, there would have been no Charter), and to get it before the N.J.C. ten days before the agreed date? True, twelve months passed before the claim reached the National Arbitration Tribunal. But that delay was not the fault of the staff side, who were prepared to argue the case the day it was tabled and to meet continuously until it was decided. Slow negotiation is a common feature of every Whitley Council dependent upon the voluntary services of employers, and in local government it is worse than elsewhere, because the employers' representatives themselves are employers only part-time. There is urgent need to speed-up the machinery, as the N.E.C. is the first to recognise—but the remedy lies in other hands.

Was it "submissive" to table a claim which the employers refused to accept, to force that claim to the recognised (and only) appeal tribunal, and to have that tribunal consider it too high?

No, the criticisms, in the main, are both unrealistic and wrongly aimed.

### A Plethora of Remedies

And what of the remedies? These are as numerous, as varied (and, in some cases, it is to be feared, as doubtfully effective) as the 88 recognised treatments for chilblains. The single object of more than half the motions on the agenda is the laudable one of offsetting the effect of the award by getting more money for members. Some call for a frontal attack, instructing the N.E.C. to demand immediate increases in scales, apparently in the belief that the employers, having had their first refusal largely reinforced by the Tribunal, will now gracefully concede what they formerly withheld. Some invoke the aid of the T.U.C. in the struggle, apparently forgetting that the staff side of the National Joint Council already includes representatives of four affiliated unions, and that the T.U.C. does not directly participate in negotiations which are the responsibility of the individual unions.

Others, less naive, suggest other and more or less ingenious ways of increasing the salary cheque—by reduction of the age at which the General Division maximum is reached; by amalgamation of General and Clerical Divisions; by higher overtime payments, spread over a wider range of the service; by easier promotion; by grants for examination successes; by improving or extending the machinery for grading appeals; by national guidance or instruction on grading; by more frequent review of establishments; by strengthening the fight for equal pay; by more vigorous public relations; by adding a "strike clause" to the Association's rules.

Now most of these are excellent. There is everything to be said, on national as well as personal grounds, for example, for a proposal which will allow the public servant to marry and launch a family before he has reached the foothills of middle age. Although the

Charter, and the Association, have discouraged the working of overtime, there are good reasons to-day for encouraging higher individual output. National guidance on grading, and a simpler and more efficient appeals machinery, are both urgently needed. Few would question the value of a small cash incentive to study. But is it desirable that all should be made firm and definite instructions to the N.E.C. which it must obey on peril of incurring the Association's wrath should it fail to do so within a few months of Conference adopting them? Or, to take a more glaring example, is it wise to commit the N.E.C., as some branches seek to do, to particular scales, particular grades, and particular service conditions? Is it good tactics to require it, as others demand, to report every submission it intends to make to the employers first to district committees (and, through them, inevitably, to every local authority in the country) and to obtain a district sanction for every agreement before it will be allowed to conclude it?

"Collective bargaining" means bargaining on behalf of a collective group, not by all the individuals in that group—and it means bargaining, not presentation of rigid demands and strict adherence to them. Neither a Conference of 1,000, nor an aggregation of district committees, nor 180,000 members, can make an efficient negotiating body. Nor can any negotiators, however skilled and however thoroughly briefed, discharge their functions effectively if they enter the meeting chamber tied hand and foot in the fetters of unalterable mandates.

### Call for Statesmanship

As we emphasised last month, the only sensible course is to appoint the ablest negotiators we can find, give them in broad outline the policy we wish them to follow, back them up with loyal and united support, try to understand their difficulties, and leave them to do the job, free alike of suspicion, supervision, threats, and ringside barracking. Members are now choosing their negotiators for the coming year. Conference will tell them, in no uncertain voice, what it expects them to accomplish. But how far they will succeed depends as much on the statesmanship, the realistic understanding, the restraint, and the loyalty of members as it does on their negotiating abilities. If Bournemouth becomes a battle between platform and floor, it will lead to defeat for both. But if it succeeds in welding the Association into a strong, united, and determined army, it may well sound the bugle-call to victory.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.



# Do the Promotion Examinations Set Too High a Standard?

By "CRITIC"

*In his second article, our new contributor, "Critic," discusses the local government promotion examination and its newly approved alternatives, arguing that they are too academic, set too high a standard for promotion from the General Division, and may damage the service by driving successful candidates into more remunerative jobs outside.*

THE publication of the first list of examinations recognised for promotion purposes has come as a shock to all those members who hoped, and even assumed, that the intermediate examination of some or all of the professional societies would provide exemption from the promotion examination, and will stimulate further speculation about the ultimate status and function of that examination.

When the Charter was first published, although the sections dealing with salaries and service conditions aroused more immediate interest, it was widely recognised that Paragraph 28, "Promotion from the General Division" might well be the keystone of the future administrative structure of local government. The "present tendency towards proliferation of examining bodies," now deprecated by the Examinations Board in the introduction to its first list of examinations, has produced, one would think, more than enough "examinations" of the traditional type, ranging from the narrowly specialist "professional" examinations to the more general university degrees and diplomas. In recent years it has become widely recognised among psychologists and educationists that success in the formal written examination is no certain indication of the possession of any quality except the peculiar faculty for passing written examinations.

If Sections 1 and 2 of the Charter were to be carried out, providing for the recruitment of juniors "from the widest possible field" by "examination . . . in two stages (1) qualifying . . . and (2) competitive," the standard being "not less than that in force under the school certificate examination," the bright juniors so appointed should not need much winnowing in their progress from the General to the Clerical Division.

## "The Mixture as Before"

What was needed for the promotion examination, surely, was some test which would serve to locate the few misfits who inevitably pass through the sieve of any selection for recruitment and, in addition, might indicate which of the others possessed those desirable qualities of energy, initiative, and common sense which merit promotion to more senior posts. It was known that in H.M. Forces, under the pressure of war-time necessity, there had been experimentation with novel and valuable new techniques for finding those qualities needed for leadership and positions of responsibility in peace as in war, and there seemed at least a possibility that our promotion examination might be something new and different.

For these reasons, publication of the syllabus was awaited with much interest. But those who had hoped for imaginative innovation were disappointed. The Examinations Board merely presented "the mixture as before"—another formal examination, and one, moreover, which gave every indication of all the limitations which are supposed to be the mark of the bureaucratic mind. It followed all the precedents, and showed not the slightest trace of originality; it was a perfect example, in short, of doing what had been done before and too often.

It was based primarily on the recommendations of the Hadow Committee on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers, set up 16 years earlier, and gave no indication that the examiners had ever heard of newer methods of selection for posts of responsibility. It might have been prepared on the basis of half an hour's cursory study of the syllabus of the London D.P.A. Moreover, it showed a blissful detachment from the realities of local government. Aspirants for the Clerical Division were expected to cope with three-hour

papers on such subjects as "Elements of English Law" or "Social and Political Theory."

The syllabus has been accepted with little audible criticism so far. This may be out of respect for the distinguished body of examiners who devised it—or is it, perhaps, because those in a position to make their views heard will not have to take the examination?

## Danger to Service

But is it really felt that none of our carefully recruited officers must ever pass from the stage of "dealing with particular matters in accordance with well-defined instructions and regulations" to the stage of "performing duties of a clerical character" unless he has passed this academic examination? We all know that every local government office contains men carrying out adequately and faithfully duties much above the General Division who would never have passed this examination. Is it thought that in future these men will remain contentedly in the General Division? Will not their services be lost altogether from local government? And is local government so flooded with recruits that it can afford to lose them?

Most important of all, perhaps, in a time of full employment, when manpower and ability must be utilised to the best national advantage, can local government claim that for all its duties, except the most routine, it must be exclusively staffed by men and women who have passed an examination of Higher School Certificate standard? And will the successful passers of this examination be content with elevation to the Clerical Division if and when there is a vacancy, or will they not seek the greater rewards offered to ability in other spheres?

All these speculations aroused by the publication of the syllabus of the promotion examination meant that the publication of the list of examinations which would qualify for exemption from it would be awaited with ever greater interest. We now learn that only the finals of the examinations of the professional institutes are to be accepted as alternatives to the promotion

examination. The Examinations Board admits that many of these final examinations constitute a much more arduous test than does the promotion examination; but it considers that the intermediate examinations are too highly specialised. Are the finals any less specialised?

One curious result of the decision is that, while many local authorities accept the intermediate examinations of some of the professional societies as qualifying for the lower A.P.T. Grades, only the final will now qualify for promotion from the General to the Clerical Division.

The Board's introduction to the list of alternative examinations discusses the promotion examination in relation to the professional qualifications, but does little to indicate what its real status will be. It does, however, strengthen the impression that its standard is a good deal higher than should reasonably be required for its primary purpose, and that it might be more suitable as a qualification for transfer from the Clerical, Higher Clerical and Miscellaneous Divisions to the A.P.T. Division than for promotion from the General Division.

## Little Influence on Salaries

Some supporters of the present promotion examination argue that it is a good thing to have a high standard, since that may help officers to secure higher salary standards for the Clerical and Higher Clerical Divisions. But this is likely to be true only to a very limited degree. It may be that local authorities will be impressed by Clerical and Higher Clerical Divisions entirely staffed by those who have passed the promotion examination, if ever that time arrives, but, judging from the attitude expressed in their case to the National Arbitration Tribunal, they intend to pay salaries in accordance with their assessment of the value of the job as compared with similar posts in comparable occupations, and they are not likely to be far deflected from this policy by the most impressive examinations.

It is impossible to estimate at present what the full value of the promotion examination will be to the individual officer, but those who are attempting it at the first opportunity in May can be encouraged by the knowledge that it will not only put them well in the lead for promotion from the General Division, but may ultimately carry with it more value than might have been expected from the purpose for which it was originally established.

## "Knole Lodge" Has Restored 1,000 Members To Health in 20 Months

THERE must be countless members of NALGO whose health would be improved and fitness to work increased by a stay at Knole Lodge—the Association's war memorial convalescent home, illustrated on our cover this month and in the pictures on the opposite page. The home, a fine old house in Bournemouth where the air and food are good and there is freedom from worry, restriction and fuss, was bought in 1946 for £33,000 and much has been spent on it since. In the 20 months since it was opened, more than 1,000 members and their wives or husbands have found recuperation there.

Three out of every four of the visitors to Knole Lodge are recovering from an operation, accident, or illness, or are seeking relief from breakdown or debility. Most of the rest are wives accompanying convalescing husbands, or vice versa. But the home is also open to members' dependants and—a new decision—to retired members and their wives when there is room. All must be over 16 and free from disease likely to endure or inconvenience others, and all but the retired must submit medical evidence of the need for rest or a change of air or surroundings.

The charge of four guineas a week is the same for all, all the year round, and is considerably less than the actual cost. Knole Lodge is an ideal place to stay for a rest cure. It has a comfortable sun-lounge; a large dining-room with separate tables; efficient service; 24 bedrooms

with gas-fires, hot and cold water, and armchairs; a large garden; and billiards and guest rooms. The catering is excellent and often includes such items as oysters, asparagus, mushrooms, poultry, and plaice.

Knole Lodge is not a hospital, nor a nursing home; nor is it a convalescent home in the strict sense; and it is certainly not an "institution"—though the fear that it is has frightened away some who would otherwise have found needed rest and change there.

Though it has no medical staff and does not cater for those who require nursing, visitors are not without expert attention in case of need, since the manageress is a State Registered Nurse, and a local doctor, whose surgery is two minutes' walk away, is available if wanted.

Diet is carefully studied. Every effort is made to provide special food for gastrics, diabetics, and others needing it, so long as they give the manager fair warning.

Next to visitors' health, their comfort and happiness is the chief concern. To this end, the home is adequately staffed and supervised by a resident manager and manageress, of whom all visitors speak with warmth and gratitude. In all, the staff is twelve strong and includes an expert chef.

Applications for residence should be made to Headquarters on the prescribed form available from branch secretaries.



# "Knole Lodge"—Home of Rest and Recovery!



"Where's it to be to-day?"—visitors to "Knole Lodge," NALGO's Bournemouth convalescent home, off for a morning stroll. The home was bought in 1946 for £33,000 in memory of the Association's war dead. It is open to members and their dependants over 16 to rest and recover from ill-health. £12,000 is still needed for a debt-free start. Can we not make a final, all-out effort to raise that sum by June?



"It's nice to get up in the morning"—when a man is greeted by a breakfast like this and a smile of welcome from Kathleen. Two other main meals, with afternoon tea, and a hot nightcap are also served at "Knole Lodge."



"Maybe it was that excellent lunch or the cup of tea, or maybe it's the comfortable settee, or the warm sunshine outside—anyway, why worry, the result's the same." So wake me in time for the next meal, someone, please."



"Well, confound it, sir. I could have sworn. . . . Perhaps you'd care for another game? Not? Ah, well, time enough to-morrow." There is no attempt to "organise" visitors to "Knole Lodge." "Please yourself" is the only rule and there are no restrictions or red tape.



"So this is military whist?"—arranged once a week for those who want it. It invariably has all the recruits it needs. Manager Trevor Houghton looks on occasionally to see that all runs smoothly. Retired members may now stay at the home, without medical certificates.



# PRELIMINARY AGENDA FOR CONFERENCE

**M**EETING at Exeter on March 13, the National Executive Council approved the draft of its annual report for 1947 (which was sent to branches on March 31), and the arrangements for this year's Conference.

Conference will be held at the Winter Gardens, Bournemouth, on Tuesday, Wednesday, and Thursday, June 15, 16 and 17. There will be meetings of delegates in the gas, electricity, and hospital services, and of branch education secretaries and public relations officers on the Monday before Conference, a meeting of branch magazine editors on the evening of June 16, and meetings of the NALGO ancillaries on Friday, June 18.

Below, we publish the preliminary agenda for Conference, consisting of notices of motion submitted by the National Executive Council, district committees, and branches. Amendments may be submitted by district committees and branches up to 5 p.m. on Thursday, April 15, and will be published in the May journal.

The agenda as published is subject to co-ordination and consolidation by the agenda committee.

1. Opening of Conference.
2. To Approve as a Correct Record the Minutes of the Proceedings of the Conference held on June 10 to 12, 1947.
3. Benevolent and Orphan Fund—Announcement of Amounts received from Districts and Winners of Trophies and Diplomas—Presentation of Trophies.
4. President's Address.
5. Declaration of Results of Election of Council and Honorary Officers.  
*Notice of Motion by the National Executive Council.* That Rule 27 (f) be amended as follows:  
Delete items (6) to (10) inclusive and substitute:  
(6) Appointment of Auditors.  
(7) Appointment of Scrutineers.  
(8) Honorary Treasurer's Financial Statements.  
(9) Report of the Council and notices of motion and amendments relative thereto.  
(10) Declaration of results of election of Council and Honorary Officers.

*Note.*—The relevant portions of Rule 27 (f) read:

(f) The order of business of an Annual Conference shall be as follows, subject to the proviso that the Chairman may, in his discretion, vary the order of any business specified on the Agenda, at any stage of the proceedings, and subject also to the provisions of the Standing Orders:

- (6) Declaration of result of election of Council and Honorary Officers.
- (7) Appointment of Auditors.
- (8) Appointment of Scrutineers.
- (9) Honorary Treasurer's Financial Statements.
- (10) Report of the Council and notices of motion and amendments relative thereto.

6. Appointment of Auditors for the Year 1948.  
*Notice of motion by the National Executive Council.* That Messrs. Jackson, Pixley & Co., Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1948, and that a fee of seven hundred and fifty guineas (£787 10s. 0d.) be paid to them for their services.

7. Appointment of Scrutineers.
8. Honorary Treasurer's Financial Statements.
9. Conference Agenda  
*Notice of motion by the Norwich Branch.* That this Conference is of the opinion that much valuable Conference time would be saved if the National Executive Council indicated to Conference at the commencement of discussion upon each motion and amendment on the agenda the considered opinion of the National Executive Council thereon.

10. Rule 28—Voting.  
*Notice of motion by the Manchester Branch.* That the Rule be amended as follows:—  
For "fifty" in line 2 of paragraph (a) substitute "twenty-five."

*Note.*—The relevant portion of Rule 28 reads:

(a) The method of voting at a Conference shall be by a show of hands, unless a card vote is demanded by at least fifty representatives present immediately after the result of the show of hands has been declared. . . .

## N.E.C. ANNUAL REPORT

11. Annual Report of the National Executive Council.

12. Affiliation to the Trades Union Congress.  
*Notice of motion by the National Executive Council.* That this Conference is not in favour of affiliation to the Trades Union Congress.

13. *Notice of motion by the Islington Branch.* That the National Association of Local Government Officers do affiliate to the Trades Union Congress.

14. *Notice of motion by the Manchester Branch.* That this Conference instructs the National Executive Council to apply for affiliation to the Trades Union Congress.

15. *Notice of motion by the South Wales and Monmouthshire District Committee.*

- That this Conference instructs the National Executive Council to make immediate application for affiliation to the Trades Union Congress.

## AGENDA AMENDMENTS

Amendments to notices of motion on the preliminary agenda must be received at Headquarters, 1, York Gate, Regent's Park, N.W.1, by 5 p.m. on April 15. They will be published in the May "Local Government Service."

Final agendas and other material will be sent to representatives on June 1, which is also the last date for branches to notify Headquarters of their intention to divide their voting strength at Conference.

16. *Notice of motion by the Glasgow Branch.* That this Conference instructs the National Executive Council to apply forthwith for affiliation to the Trades Union Congress.

17. *Notice of motion by the Nottingham Branch.* That this Conference instructs the National Executive Council forthwith to make application to the Trades Union Congress for affiliation.

18. *Notice of motion by the Tottenham Branch.* That, under the powers of Rule 4, this Conference instructs the National Executive Council to apply for affiliation to the Trades Union Congress at once.

*Note.*—Rule 4 reads:

Unless the consent of a Conference be first obtained, the Association or any District Committee or Branch shall not affiliate to any organization which is associated directly or indirectly with any political party or organization, provided that this shall not apply to any action taken before 14th June, 1945.

19. *Notice of motion by the West Ham Branch.* That the National Executive Council be and is hereby instructed to take all steps necessary for the affiliation of the Association to the Trades Union Congress.

20. *Notice of motion by the Leicester Branch.* That the National Executive Council make application forthwith to the Trades Union Congress for industrial affiliation.

21. *Notice of motion by the Fulham Branch.* That this Conference, being satisfied that affiliation to the Trades Union Congress need not involve political affiliation, instructs the National Executive Council to make application for affiliation on a purely industrial basis forthwith.

22. *Notice of motion by the Newport (Isle of Wight) Branch.*

- That this Conference views with disquiet the findings of the National Executive Council in connection with the affiliation to the Trades Union Congress, and instructs the National Executive Council to press forward with immediate affiliation to the Trades Union Congress on a non-political basis.

23. *Notice of motion by the Hayes and Harlington Branch.*

- That this Conference strongly emphasises the necessity of affiliation to the Trades Union Congress, but that such affiliation be on a non-political basis.

24. *Notice of motion by the Southport Branch.* That Conference instructs the National Executive Council to take immediate steps to affiliate with the Trades Union Congress, as it is now quite evident that the inadequate interpretation of the

Charter salary scales by local authorities generally, and the recent deplorable attitude of the employers' side of the National Joint Council in regard to the claim for increased cost of living adjustment, were due in no small measure to the inability of the Association to bring to bear that necessary pressure so vital in all negotiations conducted on behalf of members.

25. *Notice of motion by the Derby Branch.* That the question as to whether or not the Association shall affiliate to the Trades Union Congress be referred to a ballot of all the members of the Association.

26. *Notice of motion by the West Cornwall Branch.*

- That Rule 20 (a) be waived to allow a ballot to be taken among all members on the question of affiliation to the Trades Union Congress, and that the National Executive Council be instructed to take immediate appropriate action on the result of such ballot.

*Note.*—The relevant portion of Rule 20 (a) reads: "The general policy of the Association shall be directed by a Conference . . ."

27. *Notice of motion by the Hastings Branch.* That this Conference directs:

- (a) that a ballot of all members shall be taken at the earliest possible moment upon the plain issue of non-political affiliation to the Trades Union Congress, and

- (b) that in the event of the result of the ballot indicating a majority of members in favour of affiliation, the National Executive Council shall take immediate steps to implement that result.

28. *Notice of motion by the South Western District Committee.*

- That Rule 20 (a) be waived to allow a ballot to be held among all members of the Association on the question of affiliation to the T.U.C. and that the N.E.C. be instructed to take immediate appropriate action on the full result of the ballot.

*Note.*—The relevant portion of Rule 20 (a) is quoted under Item 26 above.

29. *Notice of motion by the Bethnal Green Branch.* That this Conference instructs the National Executive Council to make arrangements forthwith for the whole of the membership of the Association to be afforded the opportunity of voting by ballot on the question: "Are you in favour of affiliation to the Trades Union Congress on a non-political basis?" and, further, instructs the National Executive Council, in the event of a majority voting in favour, to take immediate steps to secure such affiliation.

30. *Notice of motion by the Sunderland Branch.* That this Conference is of opinion that the principle of affiliation or non-affiliation to the Trades Union Congress is of such vital importance to every member of the Association that it should be decided by a ballot of members and that the result thereof should be final and binding on all members of the Association, and in pursuance of such principle, the National Executive Council take immediate steps for the holding of a ballot and the carrying into effect of the result thereof.

31. *Notice of motion by the West Midland District Committee.*

- That members of the Association be given the opportunity, as soon as possible, of registering their opinion by ballot for, or against, affiliation, and that in the event of a majority of votes being cast in favour of affiliation, this Conference instructs the National Executive Council to apply forthwith for affiliation of the Association to the Trades Union Congress.

32. *Notice of motion by the Chesterfield Branch.* That this Conference instructs the National Executive Council to hold a straight ballot of all members of the Association on the question of affiliation to the Trades Union Congress and that a two-thirds majority in favour should be binding on the Association and application be made forthwith to the Trades Union Congress for affiliation.

33. *Notice of motion by the Port Talbot Branch.* That this Conference instructs the National Executive Council to take steps to conduct a ballot of all members of NALGO to decide for or against affiliation to the Trades Union Congress and in the event of a negative decision, that the question of affiliation be not placed on the Conference Agenda for the next five years.



**34. Title of the Association.**

*Notice of motion by the Northmet Branch.*  
That in view of the Association now catering for the Clerical and Administrative Staffs of Public Utility and Nationalised Services, this Conference resolves that the name of the Association be altered to—**NATIONAL ASSOCIATION OF PUBLIC SERVICE OFFICERS.**

**35. Representation at Conference.**

*Notice of motion by the National Executive Council.*  
That, notwithstanding Rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees and sectional and professional organisations shall be entitled to appoint delegates to the Annual Conferences to be held in 1949 and 1950, it being understood that the Council shall submit an alternative to Rule 23 for consideration and approval by the 1950 Conference; and that Rule 23 should have effect in the meantime.

*Note.*—Rule 23 prescribes the basis of representation at Conference, namely: district committees, between two and four representatives; branches, one representative for up to 50 members, two for 50-150 members; three for 150-250; four for 250-400, and one for each further 150 (or major proportion of 150), above 400, up to a maximum of 12 representatives.

**36. Notice of motion by the Hazel Grove and Bramhall Branch.**

That as a result of reducing Conference representation, branches with only one delegate will be forced to obtain the services of a delegate from another branch to second any notice of motion put forward by them.

To obviate this, Conference urges the National Executive Council to amend the rules to allow the proposer of a motion also to present a written statement from another member of his branch, duly certified by the branch president, such statement to be accepted as a seconder.

**37. Size of the National Executive Council.**

*Notice of motion by the National Executive Council.*  
That, notwithstanding Rule 50 of the Association's Rules and Constitution and any further increase in membership, the number of members of the National Executive Council elected in and for the several Districts in consequence of that Rule be limited to the number declared to be so elected at this Conference; that such limitation have effect until the Annual Conference to be held in 1950, it being understood that the Council shall submit an alternative to Rule 50 for consideration and approval by the 1950 Conference; and that Rule 50 cease to have effect in the meantime.

*Note.*—Rule 50 provides for election of members of the N.E.C. on the basis of one member for each district plus a second member for a district membership of 2,500-5,000; a third for 5,000-8,000, and additional member for each further 3,000.

**38. Adaptation of Association Machinery.**

*Notice of motion by the National Executive Council.*  
That this Conference approves in principle the policy of establishing consultative councils and committees on the lines and for the purposes indicated in a paragraph of the Annual Report, and authorises the National Executive Council to take such action as it may consider to be

**CONFERENCE TIMES**

Conference, meeting at the Winter Gardens, Bournemouth, on **June 15-17** inclusive, will sit from 9.30 a.m. to 12.30 p.m., and from 2.30 to 5.0 p.m. each day unless otherwise decided.

necessary or advisable to implement such policy and to regulate matters arising in consequence thereof (including power to adapt the existing Rules) pending appropriate amendments of the Rules and Constitution of the Association.

*Note:* The policy was outlined in the February "L.G.S."

**39. Notice of motion by the Northmet Branch.**

That this Conference welcomes the steps being taken to adapt NALGO organisation and machinery to suit the needs of the utility and hospital members and urges the speedy constitution of the consultative bodies in a manner such that each district consultative committee can report to its own national consultative council, which national consultative councils would deal with detail and application of policy leaving the service conditions committee to act as a co-ordinating body on major service conditions policy in all spheres.

**40. Notice of motion by Bournemouth and District Electricity Supply Officers Branch.**

That this Conference is of the opinion:

(a) That the constitution of NALGO should be modified to provide for an electricity committee for each of the fourteen areas of the British Electricity Authority.

(b) That each such electricity area committee shall be composed of members from each branch within the prescribed area, having electricity membership, on a scale to be determined in the first instance by the N.E.C. and thereafter by due constitutional means agreed at Annual Conference.

(c) That electricity clerical and administrative staffs shall be separately represented on the National Executive Council; such representation to be on the same numerical basis as at present, for which purpose it shall be permissible for two or more adjoining electricity areas to be grouped together in order to provide the minimum membership necessary to qualify for the election of a representative.

(d) That except for matters concerning NALGO members generally, electricity area committees shall be empowered to deal with all matters relevant to the clerical and administrative staffs of the electricity supply industry in the manner prescribed for existing district committees.

(e) That there shall be a reciprocal arrangement by which district committees, within whose boundaries an electricity area mainly falls, may nominate representatives to the electricity area committee and vice versa. There shall be, similarly, co-ordinated action with district committees for all matters of mutual interest and general policy, including B. & O. Fund and sport.

(f) That arrangements shall be made for one district officer only in each electricity area to carry out negotiations with any one electricity area board.

**41. Notice of motion by the Wallingford Branch.**

That this Conference resolves that all matters relating to public utilities be dealt with by the National Executive Council under one head and that no completely separate sections be formed to weaken or disrupt the NALGO framework as at present constituted.

**42. Notice of motion by the Northmet Branch.**

That this Conference is of the opinion that the staff of each public utility or nationalised service in membership of the Association should be separately represented on the National Executive Council in proportion to their numbers with a minimum of one such representative for each public utility or nationalised service.

**43. Relations with other Trade Unions.**

*Notice of motion by the National Executive Council.*  
That this Conference confirms the action of the National Executive Council:

(1) in giving to the General Council of the Trades Union Congress an undertaking (referred to in a paragraph of the Annual Report) to observe the provisions of the "Bridlington Scheme" of the General Council for regulating the relations of trade unions in recruitment and the settlement of differences arising in regard thereto;

(2) in entering into the arrangements mentioned in the said paragraph for consultation with the General Council of the Trades Union Congress in the event of differences arising which cannot be composed by consultation at union level.

**THE CHARTER****44. National Arbitration Award—Consolidation of Salaries and Bonus.**

*Notice of motion by the Solihull Branch.*

That this Conference places on record its grave concern at the recent award of the arbitration tribunal, particularly having regard to the Government policy for the freezing of wage levels, and its alarm at the prospect of salaries in the local government service being frozen at a rate so adverse in comparison to the rewards in comparable occupations in the government service and other public employment.

**45. Notice of motion by the Wanstead and Woodford Branch.**

That this Conference is dissatisfied with the manner in which the claim for an increase in the cost of living bonus was handled by the National Executive Council and the staff side of the

National Joint Council for Local Authorities' Administrative, Professional, Technical, and Clerical Services.

**46. Notice of motion by the Heston and Isleworth Branch.**

That the Heston and Isleworth Branch of the Association move a resolution censuring the National Executive Council staff side for the apparently dilatory manner in which the cost of living bonus negotiations were conducted.

**47. Notice of motion by the Hazel Grove and Bramhall Branch.**

That this Conference expresses its complete and entire dissatisfaction with the National Arbitration Tribunal award in respect of the Charter scales, which are quite out of keeping with present-day cost of living, and considers that a great injustice

**N.E.C. ELECTIONS**

Voting papers for the election of the National Executive Council must reach district committee secretaries by **May 1**. Results of the elections must reach Headquarters by **May 21**.

has been done to local government officers. Furthermore, Conference deprecates the failure of the National Executive Council to adequately represent the interests of local government officers in this matter and can, in the circumstances, do no other than express its lack of confidence in the existing members of this Council.

**48. Notice of motion by the Heanor Branch.**

That this Conference strongly deprecates the submissive attitude of the staff side of the National Joint Council in not forcing an earlier reference to arbitration of the salaries and bonus dispute, and in failing to afford members the opportunity to examine details of the staff side claim during the early stages of negotiation.

**49. Notice of motion by the Sunderland Branch.**

That this Conference passes a vote of censure upon those members of the National Executive Council who were responsible for the negotiations with the employers' side in connection with the application for an increased cost of living bonus.

**50. Notice of motion by the Solihull Branch.**

That in the opinion of this Conference, the award represents a distinct lowering of the standards of remuneration in the service and is bound to have an adverse effect on the prestige of the service and on the standard of recruitment.

**51. Notice of motion by the Eastern District Committee.**

That this Conference is dissatisfied with the result obtained in the national arbitration award, and requests that steps be taken to re-open negotiations through the Whitley machinery at the earliest appropriate opportunity, and that branches be kept informed of the progress.

**52. Notice of motion by the Bingley Branch.**

That this Conference views with dismay the consolidation of the salary scale other than the Clerical and General Divisions and that the National Executive Council be instructed to take immediate action to amend the anomalies created by the present consolidation figures.

**53. Notice of motion by the North Eastern District Committee.**

That this Conference expresses extreme dissatisfaction with the award of the National Arbitration Tribunal on consolidation of salaries and bonus on the grounds that the bonus as consolidated was based upon the cost of living in 1944. It calls upon the National Executive Council to secure the immediate removal of the anomalies created by the award of the National Arbitration Tribunal with effect from 1st January, 1948.

**54. Notice of motion by the Chorley and District Branch.**

That, with a view to securing uniformity in the consideration of the anomalies arising from the award by the National Arbitration Tribunal re consolidation of salaries and bonus and from the application of the National Scheme of Conditions of Service as a whole, this Conference instructs the National Executive Council to prepare a list forthwith of such anomalies for submission to each branch of the Association and further, this Conference elects that a special Conference be



arranged for the purpose of instructing the National Executive Council of the action to be taken when negotiations regarding salaries can be re-opened.

**55. Notice of motion by the Tottenham Branch.** That this Conference is dissatisfied with the award No. 1051 of the National Arbitration Tribunal and that the National Executive Council be and are instructed to open negotiations with the employers' side of the National Joint Council with a view to removing the anomalies created by the award No. 1051 within the service and to obtaining an adequate cost of living content in consolidated salaries in all the scales.

**56. Notice of motion by the Bilston Branch.** (a) That this Conference expresses its grave dissatisfaction and views with deep concern the recent award of the National Arbitration Tribunal in consolidating the cost of living bonus at £60 having regard to the present cost of living, especially if reference is made to the bonus awards made to other employees of local authorities, and also bearing in mind that the cost of living bonus granted to staffs of local authorities has not been increased since 1945 although the official cost of living index has substantially risen since that date.

(b) That the branch desires the National Executive Council to proceed forthwith to take all necessary steps to re-open negotiations to obtain a cost of living bonus which, together with the recently consolidated bonus, will be in keeping with the official cost of living index.

**57. Notice of motion by the Stockton-on-Tees Branch.**

That Conference is most dissatisfied with the award of the National Arbitration Tribunal and considers the cost of living bonus, as consolidated, to be wholly inadequate and compares very unfavourably with the consolidated salary scales obtained by other associations, and accordingly instructs the National Executive Council to continue to press for an adjustment of the salary scales as now existing, by up-grading, at the same time having in mind the obvious anomalies created by the award.

**58. Notice of motion by the North Northants Branch.**

That this Conference registers its keen disappointment in the arbitration award relative to the consolidation of salaries and bonus and expresses its grave concern at the way in which the case for the staff side has been handled from the outset. Accordingly, this Conference instructs the National Executive Council to keep the matter of salaries under constant review and take the first possible opportunity of pressing for improvement in the present consolidated salary scales.

**59. Notice of motion by the Southwark Branch.** That in view of the anomalies created by the award of the Arbitration Tribunal, the National

Arbitration Tribunal issued under the chairmanship of Lord Terrington, expresses its extreme dissatisfaction therewith generally and in particular with the grave anomalies created by the award, the effect of which will be to foster discontent in the local government service, and demands the National Executive Council to take immediate action to secure the correction of anomalies, e.g.:

(a) General Division and Misc. Div. I. officers were previously graded equally, but the award has increased the salary of the General Division officer without increasing that of the Misc. Div. I. officer;

(b) Clerical Division officers and Misc. Div. II. officers were previously graded equally, but the award has increased the salary of the Clerical officers without increasing that of the Misc. Div. II. officers.

(c) The officers in A.P.T. Div. I. being recognised as officers *senior* to Clerical officers were in receipt of a higher salary, whereas the award makes A.P.T. Div. I. officers *junior* to Clerical officers by giving Clerical officers a salary higher than that applicable to A.P.T. Div. I. Further, that the N.E.C. in pressing this demand for a rectification of the anomalies, insist that such rectifications be effective from 1st January, 1948.

**62. Notice of motion by the Tees Valley Water Board Branch.**

That this Conference:

(1) Records its extreme dissatisfaction with award No. 1051 of the National Arbitration Tribunal on the grounds that the sum consolidated with the basic salary bears no relation to the present cost of living, and is much less than the amount consolidated with the basic salaries of employees of other organisations;

(2) Instructs the N.E.C. to:

(a) take immediate steps to improve the Misc. I and II Divisions so as to make them comparable with the General and Clerical Divisions;

(b) take immediate steps for an increase in the salary overtime limit to a minimum of £500 per annum;

(c) press for a review of the grading of staffs in all local authorities.

**63. Notice of motion by the Metropolitan District Committee.**

That this Conference, by reason of the entirely inadequate award of the National Arbitration Tribunal, instructs the National Executive Council:

(a) to take all possible steps to obtain an immediate upward revision of the existing salary scales and the removal of the various anomalies created by the award;

(b) to take all possible steps to have the inadequate London "weighting" increased to give recognition to the needs of officers in posts within the Metropolis.

**64. Charter—General.**

*Notice of motion by the Glamorgan County Officers' Association.*

That this Conference instructs the National Executive Council to take energetic and appropriate action to endeavour to obtain suitable improvements in the salaries and conditions of service of local government officers.

**65. Charter as a Minimum.**

*Notice of motion by the London County Council Branch.*

That this Conference reiterates the decision expressed at Conference in 1947 that it is the policy of the Association for the conditions of service and salary scales laid down in the National Charter to be a minimum standard. It views with grave concern the apparent unwillingness of the National Executive Council to take any positive steps to give effect to the decision and now calls for energetic action to be taken to secure the implementation of the Association's policy.

**66. Notice of motion by the Metropolitan District Committee.**

That this Conference reiterates the decision expressed at Conference in 1947, that it is the policy of the Association for the conditions of service and salary scales laid down in the National Scheme of Conditions of Service to be a minimum standard. It views, with grave concern, the apparent unwillingness of the National Executive Council to take any positive steps to give effect

to the decision and now calls for energetic action to be taken to secure the implementation of the Association's policy.

**67. Application of Charter.**

*Notice of motion by the Liverpool Branch.* That this Conference deplores the lack of guidance by the National Joint Council regarding the application of the National Scheme of Conditions of Service, and instructs the staff side of the National Joint Council to press for:

(a) A clear definition of the term "officer" for the purpose of the Charter.

(b) National scales to accommodate all such officers.

**68. National Grading Scheme.**

*Notice of motion by the Newport (Isle of Wight) Branch.*

That this Conference instructs the National Executive Council to secure the national grading on a uniform basis of all appointments of a comparable type without delay.

**69. Notice of motion by the Chesterfield Branch.**

That this Conference, whilst appreciating the difficulties involved in grading all the various posts in the local government service, is of the opinion that sufficient evidence now exists to enable a number of positions to be graded on a national basis, and therefore instructs the National Executive Council to forward all recommendations to the National Joint Council without further delay.

**70. Notice of motion by the Isle of Wight County Officers' Branch.**

That this Conference expresses dissatisfaction at the delay of the National Joint Council in issuing standards of guidance for local authorities for the grading of posts under the national scales, and requests the National Executive Council to take necessary action to ensure the issue of such standards within six months.

**Revision of Salary Scales.**

**71. Notice of motion by the Dorset County Branch.**

That the National Executive Council be directed to press through the National Joint Council for a revision, at the earliest possible moment, of the present scales of salary in order to bring them more into accord with the salaries now ruling in other professions and in industry.

**72. Notice of motion by the Solihull Branch.**

That the National Executive Council be directed forthwith and as a matter of emergency to open negotiations with the employers' side of the National Joint Council with a view to a general revision of all grades so that relative salary scales may bear some closer comparison to the responsibility of the duties undertaken.

**73. Notice of motion by the Norwich Branch.**

That this Conference feels that, whilst the general provisions of the Charter have been the means of improving the status and conditions of service of local government officials, the widely differing interpretation of duties by local authorities has led to positions of very similar character being classified in very different scales, resulting in serious dissatisfaction throughout the country from officers occupying such positions. Conference, therefore, feels that a much more uniform and fair grading of posts would materialise if there were fewer scales of pay, each succeeding scale being a direct advance upon the previous one with no overlapping as occurs at present, i.e.:

Males	Females
1. Gen. Scale Max. £385	1. Gen. Scale Max. £308
2. £400—£440	2. £316—£352
3. £450—£495	3. £354—£390
4. £510—£570	4. £400—£440
5. £590—£600	5. £450—£495
6. £685—£760	6. £510—£570
	7. £590—£660
	8. £685—£760

and instructs the National Executive Council to negotiate for such scales immediately.

**74. Notice of motion by the River Trent Catchment Board Branch.**

(1) That this Conference views with grave apprehension the result of the recent arbitration proceedings—particularly so, having regard to awards and increases subsequent to the date of the award in relation to the N.A.L.G.O. dispute—and urges that the National Executive Council be instructed

## GAS, ELECTRICITY, AND HEALTH MEETINGS

Meetings of delegates of the hospital (9.30 a.m.), gas (11 a.m.), and electricity (2.30 p.m.), services will be held at the Town Hall, Bournemouth on June 14.

Executive Council be asked to reconsider the salary scales with a view to the production of a progressive scheme.

**60. Notice of motion by the Hull and District Branch.**

That this Conference notes with regret and disappointment the result of the reference to arbitration of the Association's claims, and views with alarm the continuing reduction of the standard of living of our members. We particularly draw attention to the salary grades as originally agreed by the National Joint Council having been thrown out of balance by the consolidation award and press for a financial adjustment through the National Joint Council for the Higher Clerical, Miscellaneous, and A.P.T. Grades to bring them into alignment with the original gradings.

**61. Notice of motion by the Sunderland Branch.** That this Conference, having given very careful consideration to Award No. 1051 of the National



to press for an immediate improvement in the General Division scale by:—

- (a) an increase in the maximum at age 32 from £385 to £450, or
  - (b) the extension of the age limit from 32 to 35, with two annual increments of £20 and one final increment of £25.
- (2) That this branch is of opinion—
- (a) That the number of grades in A.P.T. Division is unnecessary (there being no less than nine grades to cover a sum of £370—from a minimum of £390, Grade I, to a maximum of £760, Grade VIII) and that such number is unreasonable in view of the provisions of item 27 (a) of Part III of the Scheme of Conditions of Service.
  - (b) that the maximum of £760 is inadequate having regard to present conditions.

## P.R., EDUCATION, AND EDITORS' MEETINGS

Meetings of branch education secretaries (11 a.m.) and public relations officers (2.30 p.m.) will be held on June 14, and a meeting of branch magazine editors (8.0 p.m.) on June 16—all at the Town Hall, Bournemouth.

All Conference delegates, and all branch public relations officers, education secretaries, and magazine editors who, though not delegates, are able to attend, will be welcome at the meetings. Members wishing any particular topic to be discussed are asked to write to Headquarters by May 1.

- (3) That the National Executive Council be instructed to press for an immediate revision of the grades by—

- (a) the maximum in A.P.T. Division being increased from £760 to £850 and
- (b) the substitution of the following four grades for the existing nine Grades:—

Gde	Salary	Inc.	Gde	Salary	Inc.
	£	£		£	£
I..	330	.. 20	III..	500	.. 40
	350	.. 25		540	.. 40
	375	.. 25		580	.. 40
	400	.. 25		620	.. 30
	425	.. 25		650	.. —
	450	.. —			
II..	400	.. 25	IV..	600	.. 50
	425	.. 25		650	.. 50
	450	.. 25		700	.. 50
	475	.. 25		750	.. 50
	500	.. 25		800	.. 50
	525	.. 25		850	.. —
	550	.. —			

- (4) That the maximum salary of the Clerical Division be increased from £440 to £485 and the maximum salary of the Higher Clerical Division be increased from £485 to £525.

Note.—Para 27 (a) of the Charter reads: "Promotion to a higher grade shall be dependent on the existence of a vacancy in that grade, except when the establishment is reviewed and when additional posts are allocated."

### General Division Scales.

75. *Notice of motion by the Birmingham Branch.* That the National Executive Council be requested to press for a revision of the age scale of the General Division to ensure that the consolidated maximum is reached at the age of 26 years.

76. *Notice of motion by the Scottish District Committee and the Glasgow Branch.*

That this Conference, believing that the present General Division scales are inadequate, requests the N.E.C. to instruct the N.A.L.G.O. representatives on the staffs' side of all appropriate National Joint Councils (including the National Joint Industrial Council for Scotland) which shall be functioning as at the date of this Conference, to negotiate immediately for their substitution by a new scale, so arranged as to provide a commencing salary of £130 per annum (exclusive of bonus) with thereafter automatic progression to the maximum of the existing Higher Division Grade I at age 30 (Clerical Division in England).

77. *Notice of motion by the Bristol and District Branch.*

This Conference recognises the desirability of a revised salary scale which will enable officers at the age of 26 years to undertake the responsibility

ties of marriage and to maintain a reasonable standard of living and urges the N.E.C. to press negotiations with a view to establishing the General Division maximum at the age of 26 years.

78. *Notice of motion by the Heanor Branch.*

That this Conference strongly deprecates the policy of the staff side of the National Joint Council in their recent claims for salary increases, in so far as they suggested that the age at which a General Division officer shall reach his maximum, be delayed from 30 to 32 years of age; and that accordingly this Conference instructs the National Executive Council to press the National Joint Council for a complete revision of the General Division scales to allow for the maximum salary to be reached at an age of not more than 28 years.

79. *Notice of motion by the Rochdale Branch.*

That this Conference calls upon the National Executive Council to take all necessary steps at the earliest opportunity to have the age for attaining the maximum salary in the General Division lowered from 32 to 28, and that the salary scales be amended as follows:—

Males			Females		
Age	£	Age	£	Age	£
16 ..	135	23 ..	285	16 ..	108
17 ..	145	24 ..	305	17 ..	116
18 ..	165	25 ..	325	18 ..	132
19 ..	185	26 ..	345	19 ..	148
20 ..	205	27 ..	365	20 ..	164
21 ..	245	28 ..	385	21 ..	196
22 ..	265			22 ..	212

80. *Notice of motion by the North Eastern District Committee.*

That the future policy of the Association in its relation to the General Division of the scales of salaries be directed towards reducing the age at which the maximum (£385 men and £308 women) is reached, from 32 to 27 years.

81. *Grades for Shorthand Typists and Machine Operators.*

- Notice of motion by the Coulsdon and Purley Branch.*

That this Conference deprecates the apparent lack of action on the part of the National Executive Council in implementing the resolution in regard to the formation of separate grades for typists, shorthand typists, machine operators, and supervisors thereof.

82. *General and Clerical Division Scales.*

- Notice of motion by the Metropolitan District Committee.*

That this Conference declares itself in favour of the amalgamation of the General and Clerical Divisions, with the present maximum of the General Division reached at age 28, and urges the National Executive Council to secure the amendment of the National Scheme of Conditions of Service accordingly.

83. *London "Weighting."*

- Notice of motion by the Chislehurst and Sidcup Branch.*

That this Conference considers that there is no justification for any differentiation in the amount of London "weighting" as between divisions of the national scales and recommends this Conference to press for the adoption of London "weighting" as follows:

£15 at age 16 to 20.  
£30 at age 21 to 25.  
£45 at age 26 and over for all men and women in all grades.

84. *38-Hour Week.*

- Notice of motion by the Manchester Branch.*

That the National Executive Council be instructed to secure amendment to the National Charter so as to ensure a 38-hour week for all clerical officers.

85. *Overtime.*

- Notice of motion by the Glamorgan County Officers' Association.*

That this Conference considers that the conditions governing the payment of overtime should be amended to include payment to all officers graded within the Charter.

86. *Notice of motion by the Newport (Mon.) Branch.*

That this Conference instructs the National Executive Council to take the necessary steps to amend the National Scheme of Conditions of Service so as to provide that the ordinary overtime rate be at one-and-a-quarter times the hourly

rate based upon salary, plus bonus, and that time worked on Sundays and Bank Holidays should be paid at double time.

87. *Notice of motion by the Sheffield Branch.*

That as Clause 10 of the National Scheme of Conditions of Service is not considered to afford adequate compensation in respect of overtime payment, this Conference urges the National Executive Council

(1) (a) to press for an amendment of this Clause so as to provide that all time worked after the recognised Saturday half-day break, and/or Sunday work beyond the normal 38-hour week shall be paid for at the rate of time and a half; provided that where officers desire to take the equivalent time off instead of receiving overtime payment, they shall be allowed to do so;

(b) that where work is required to be performed on any Bank Holiday, compensation therefor shall be by way of an extra day's pay for such working, plus a day off in lieu;

(c) that the salary limit governing the payment of overtime shall be the maximum provided for in the National Charter; and

(2) that the National Executive Council be directed to explore the position of officers who, although subject to a 38-hour week, are employed on a rota system which involves regular weekend and Bank Holiday working, with a view to compensating them adequately for the abnormality which their hours of duty entail.

88. *Notice of motion by the Sunderland Branch.*

That the National Executive Council be instructed to press for provision in the National Charter for the payment to all officers called upon to work on Sundays and/or Bank Holidays of an amount equal to double time for the hours worked, and that days off in lieu of Bank Holidays be allowed.

89. *Notice of motion by the Sunderland Branch.*

That the National Executive Council be instructed to take immediate steps to have the last paragraph of Condition 10 of the National Charter amended by the deletion of the word "basic" and substituting "£760" for "£435." Further, that sub-paragraphs (b), (c) and (d) be deleted and provision made for the payment of overtime at the rate of time-and-a-quarter for the first two hours and time-and-a-half thereafter based on a weekly computation; and further, pending a decision being reached on the foregoing, immediate steps be taken to have overtime paid on salaries up to and including £495.

Note.—The relevant paragraph of the Charter reads: "Chief officers and their deputies and other comparable officers, as well as officers with basic salaries in excess of £435, shall not be eligible for overtime payments." The sub-paragraphs prescribe overtime at plain-time rates for the first ten hours in any week, and at time-and-a-quarter for hours in excess of ten, with no payment for less than one hour's extra work on any day.

90. *Annual Leave.*

- Notice of motion by the Tees Valley Water Board Branch.*

That the National Executive Council endeavour to obtain an improved holiday scale.

91. *Notice of motion by the Worcestershire Branch.*

That all necessary steps be taken to secure the amendment of the last sentence of paragraph 11 of the Scheme of Conditions of Service by the deletion of the words "a full" and substitution

## ANCILLARY A.G.M.s

Annual general meetings of the Ancillaries will be held at the Town Hall, Bournemouth, on June 19: Provident Society (9.30 a.m.); Building Society (11 a.m.); and LOGO-MIA (2.30 p.m.).

thereof of the words "half a," the amended sentence to read as follows—"Saturday shall be regarded as half a working day for the purpose of this regulation."

92. *Notice of motion by the Birmingham Branch.*

That the National Executive Council be instructed to take all necessary steps to amend the National Charter so as to provide annual leave on a basis of service in addition to the present basis of salary, the alternative to be as follows:

Officers with 15 years' service and under 25 years .. 18 days  
Officers with 25 years' service and over 21 days



**93. Notice of motion by the Wrexham (R.D.C.) Branch.**

That the annual leave allowance specified in paragraph 11 of the Scheme of Conditions of Service prepared by the National Joint Council for Local Authorities' Administrative, Technical and Clerical Services, is inadequate and that this Conference instructs the National Executive Council to take steps to amend the National Charter so as to provide the following scale of annual leave:

Juniors up to 21 years of age ..	12 working days
General Division officers over 21 years ..	15 working days
General Division officers with 15 years or more service ..	18 working days
Officers other than those in General Division in any Grade up to and including A.P.T. Grade IV ..	18 working days
Officers in all Grades above A.P.T. Grade IV ..	24 working days

**94. Annual Reports.**

*Notice of motion by the East Barnet Branch.*

That the National Executive Council request the NALGO representatives on the National Joint Council to press for the amendment of Paragraph 24 of the National Scheme so that all reports, adverse or otherwise, shall be shown to the officers concerned.

**95. Notice of motion by the East Barnet Branch.**

That the National Executive Council request the NALGO representatives on the National Joint Council to press for provision to be made in the National Scheme whereby an officer, who is the subject of a report which he considers might be detrimental to his local government career, shall have the right to appear and to be represented before the committee or council concerned when the report is presented.

**96. Promotion from General Division.**

*Notice of motion by the Manchester Branch.*

That this Conference instructs the National Executive Council to press for the removal of the examination bar to promotion for officers in the General Division.

**97. Notice of motion by the Nottingham Branch.**

That this Conference directs the National Executive Council to take the necessary steps to ensure that the Charter is amended so that the promotion examination qualification shall not be a compulsory condition of promotion.

**98. Notice of motion by the Glamorgan County Officers' Association.**

That this Conference directs that endeavours be made to amend the decision of the National Joint Council regarding the time limit for appeals to read as follows:

"Notice of appeal to a local authority shall be given within three months of the date on which an officer is notified of the decision of the employing authority of the grading of a particular post, except in the case of a newly-created post, where the period during which notice of appeal may be given shall be extended to one year."

**99. Hospital Stewards—Salary Scales and Emolument Values.**

*Notice of motion by the Leeds Branch.*

That this Conference instructs NALGO's representatives on the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services to take immediate action to rescind clauses 3 and 4 of the text of the recommended salary scales and emolument values for Hospital Stewards dated 22nd January, 1947.

*Note.—The clauses referred to read:*

"3. The foregoing salary scales apply to stewards who are responsible for the undermentioned functions:

(a) the conduct of all financial transactions, in accordance with the direction of the authority's chief financial officer, and the maintenance and custody of all books relative thereto;

(b) the receipt, issue and accountability of all hospital stores and equipment, with the exception of that part of the accountability conducted by the authority's chief financial officer, but excluding responsibility for medical requisite transactions other than their accountability;

(c) the responsibility for the catering department;

(d) the management of all trading concerns within the hospital, e.g. laundries, bakeries, workshops, farms, transport, etc.;

(e) the maintenance of an efficient inventory system;

(f) the provision of accurate data for the conduct of an effective costing system;

(g) the production of annual estimates in consultation with the various departmental heads;

(h) the control of all staff with the exception of medical, medical technical, and nursing;

(i) the control and direction of all clerical staff, including those employed in subsidiary departments;

(j) responsibility for staff records, statistical requirements, calculation and payment of wages and salaries, income tax, etc.;

(k) responsibility for the hospital's records of committee reports and decisions, the scrutiny of these records to ascertain that the committee's decisions are carried into effect without undue delay;

(l) responsibility for drawing the attention of the appropriate officer to any matters needing action arising out of committee reports;

(m) attendance at and the submission of reports for which he is responsible to the appropriate management committee.

"4. The salary scales are related to the standard duties set out in paragraph 3. If an officer's duties are substantially greater or substantially less than the standard duties the employing authority shall assess the particular duties which are in addition to or excluded from the standard duties and adjust the scale salary accordingly, subject to the officer's right of appeal under Paragraph 39 of the National Scheme of Conditions of Service."

**100. Marriage Bar.**

*Notice of motion by the South Western District Committee.*

That in spite of the result of branch enquiries, the National Executive Council be instructed to take immediate steps to secure the inclusion in the Scheme of Conditions of Service of a clause laying down that a marriage bar shall not be operated.

**101. Notice of motion by the Metropolitan District Committee.**

That this Conference instructs the National Executive Council to take immediate steps to secure the inclusion in the National Scheme of Conditions of Service of a clause requiring that no marriage bar shall be imposed.

**102. Review of Establishments.**

*Notice of motion by the Liverpool Branch.*

That this Conference urges the National Joint Council to ensure that all authorities review their establishments biennially, the first review to take place not later than 31st March, 1949.

**103. Whitley Machinery.**

*Notice of motion by the Dorset County Branch.*

That, in view of the danger to the unity of the Association, the National Executive Council be instructed forthwith to take all possible steps in an effort to ensure that one negotiating body only is established to deal with all officers in the local government service (other than those coming within the purview of the National Joint Councils now or hereafter to be established to deal with public utility services) whatever the salary or grade of such officer.

**104. Speed-up of Whitley Machinery.**

*Notice of motion by the Luton Branch.*

That this Conference considers that the time taken by the National Joint Council in considering the claim submitted by the staffs' side for an increase in the cost-of-living bonus was excessive and asks the National Executive Council to consider by what means the procedure for dealing with staff side claims can be accelerated.

**105. Whitley Machinery for Staffs of Water Undertakings.**

*Notice of motion by the North Eastern District Committee.*

That this Conference is of the opinion that the staffs of water undertakings will not receive the benefits of national scales of salaries and conditions of service until all undertakings and their staffs are organised within a national joint negotiating council, and urges the National Executive Council to take immediate action towards the establishment of a joint council for the regulation of salaries and conditions of service of the staffs of water undertakings on the same basis as the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services.

**106. Salaries of Public Utility Officers.**

*Notice of motion by the Finchley and District Branch.*

That this Conference urges the National Executive Council to consider and take all appropriate action with regard to the comparatively low salaries being paid for senior appointments under the new Boards set up under recent legislation and which might have an adverse effect upon the salaries of the less senior appointments.

**107. National Charters—Appropriate Salary Grades for Engineers, Architects and Surveyors in Local Government Service.**

*Notice of motion by the Lanarkshire Branch.*

That as a guide to the fixing of appropriate salary grades for engineers, architects, and surveyors in the local government service, a schedule be drawn up relating age, qualifications, experience, and duties to the Charter grades, and that this resolution be referred to the National Executive Council for the necessary action.

**108. Joint Industrial Councils for Local Authority Services—Appointment of Local Joint Committees.**

*Notice of motion by the Lanarkshire Branch.*

That the joint industrial councils for local authority services be urged to recommend the constituent local authorities to set up local joint committees without further delay as part of the machinery of the joint industrial councils, and, that this resolution be referred to the National Executive Council for the necessary action.

**109. Local Joint Committees.**

*Notice of motion by the Essex County Branch.*

That in view of the Association's policy concerning the setting up of local joint committees, which are a pre-requisite to effective Whitley machinery, this Conference instructs the National Executive Council to take steps immediately to ensure that the establishment of properly constituted local joint committees is mandatory on all employing authorities in the public services.

**110. Whitley Machinery for Great Britain.**

*Notice of motion by the Scottish District Committee, Glasgow and Renfrewshire Branches.*

That this Conference requests the National Executive Council to take all possible steps to endeavour to secure the incorporation of the "Scottish Joint Industrial Council" into the framework of the "National Joint Council for England and Wales" in order that all joint negotiating machinery will, at the top, be on the same geographical basis.

**111. Scottish National Charter—General Division—Salary for Age.**

*Notice of motion by the Lanarkshire Branch.*

That under the Scottish National Charter the maximum age for the General Division salary grades be 26 years instead of 30 years, that consequently the maximum salary of £300 per annum for men and of £240 for women be paid at age 26, and that the salary for age within the grades be re-adjusted accordingly; and that this resolution be referred to the National Executive Council for the necessary action.

## GENERAL MOTIONS

**112. Equal Pay for Equal Work.**

*Notice of motion by the Poplar Branch.*

That this Conference again urges the National Executive Council to take all possible steps to secure the principle of equal pay throughout the local government service.

**113. Notice of motion by the Metropolitan District Committee.**

That this Conference expresses its profound regret and concern at the Government's continued refusal to implement its declared policy of equal pay, and instructs the National Executive Council:

(a) again to urge the Government to introduce equal pay in the civil service and the teaching professions forthwith; and

(b) to make a further and immediate approach through the appropriate channels to the National Joint Council for the application of the principle of equal pay and equality of opportunity throughout the local government service.

**114. Notice of motion by the Bristol and District Branch.**

This Conference declares that the continued refusal to implement the principle of equal pay for equal work is an act of social injustice; it observes that without such implementation it has proved impossible to attract sufficient women into employment, and urges the government to introduce equal pay for equal work as national policy.

**115. Notice of motion by the Tottenham Branch.**

That this Conference deplores the retreat of the staff side of the National Joint Council from the principle of equal pay for equal work.

**116. Notice of motion by the Leicester Branch.**

That this Conference deplores the action of the staff side of the National Joint Council in departing



from the principle of equal pay for equal work in the case put before the Arbitration Tribunal, and instructs the NALGO members on the staff side to adhere to this principle of equal pay for equal work in all future negotiations.

#### 117. Equality for Women.

*Notice of motion by the Scottish District Committee and the Glasgow Branch.*

That Conference, re-affirming its demand for full equality for women, instructs the National Executive Council to carry out, along with other interested bodies, an immediate campaign, at national and local levels, to bring about this equality.

#### 118. Implementation of References from Conference, District Committees, Branches and Members.

*Notice of motion by the Croydon Municipal Officers Association.*

That this Conference instructs the National Executive Council to consider an increase in staff and all other means, including a re-distribution of existing staff if necessary, to expedite the treatment of references from Conference, districts, branches and members on matters relating to service conditions.

#### 119. Public Relations Policy.

*Notice of motion by the Holborn Branch.*

That this Conference urges the National Executive Council to adopt a more vigorous policy on public relations and to take active steps to make the public conscious of the importance of local government in their daily lives.

#### 120. Transfer of Public Assistance Staffs.

*Notice of motion by the Scottish District Committee and the Glasgow Branch.*

That this Conference deplores the inadequacy of the provision made for the absorption of local authority staffs in recent legislation which transfers the bulk of the functions of welfare and public assistance departments to the Central Authority, draws the attention of the appropriate Ministers to the fact that out of approximately 7,500 public assistance officials in Britain, only 2,000 vacancies are to be offered (L.G.S. January issue, p. 11) and calls on the Government to implement the assurance given by Mr. T. Steele, Parliamentary Secretary to the Ministry of National Insurance in the House of Commons on 9th December, 1947, in answer to a member's question, that 1,500 public assistance officials would be absorbed by the National Assistance Board and 3,500 by the Ministry of National Insurance (Weekly Hansard No. 73, p. 841).

#### 121. Pension and Superannuation Scheme—Cost of Living.

*Notice of motion by the Northmet Branch.*

That this Conference instructs the National Executive Council to consider the possibility of a cost of living clause in all pension and superannuation schemes affecting members of the Association upon retirement.

#### 122. Superannuation Amendments.

*Notice of motion by the Birmingham Branch.*

That the Association takes the first favourable opportunity of pressing for a reduction to 56 for the age at which local government officers can exercise the option to retire, and a corresponding reduction of the age for compulsory retirement to 60.

#### 123. Notice of motion by the Leicester Branch.

That in view of the provisions of the National Health Service Superannuation Regulations relating to officers of local health authorities, the National Executive Council be instructed to consider a proposed amendment to the Superannuation Act, 1937, to give local government officers in general the power to provide for a pension to be paid to a widow or widower in the event of death before retirement.

#### 124. Notice of motion by the Scottish District Committee and the Dundee Branch.

That this Conference, having regard to the terms of the Superannuation Regulations for the new health services as compared with the provisions of the Local Government Officers Superannuation Act, 1937, instructs the National Executive Council to examine the whole question of the superannuation of local government officers with a view to pressing for such amendment of the 1937 Act as will provide a superannuation scheme not less favourable than that now being made available for employees of the new health services.

#### 125. Future Education Policy.

*Notice of motion by the National Executive Council.*

That this Conference approves the future educational policy set out in the Annual Report for 1947.

*Note:* The policy referred to was summarised on page 25 of the February journal.

#### 126. Safeguard of Existing Staffs.

*Notice of motion by the Southend-on-Sea Branch.*

In the event of changes taking place in the structure of local government, the National Executive Council shall take all possible steps to ensure the adequate safeguarding of the interests of existing staffs.

#### 127. Staff Canteens.

*Notice of motion by the Birmingham Branch.*

That this Conference, whilst recognising the claims of industrial canteens catering for manual workers to some priority in the allocation of

### This Local Government!



"That the resignation of the female baths attendant be accepted and that the chairman and baths manager be authorised to fill the vacancy"—committee minute, for which 5s. goes to W. L. KAY, Mytholmroyd, Yorks.

rationed foodstuffs, is nevertheless of the opinion that the present disparity between the various classes of canteen is far too wide and appeals to the Minister of Food to review the present basis of allocation with a view to a more equitable distribution of all available supplies.

#### 128. Security of Tenure.

*Notice of motion by the Darlaston Branch.*

That this Conference instructs the National Executive Council to take the necessary steps to secure legislation in order to attain this objective satisfactorily without further delay.

#### 129. Transfer of Staff to Civil Service.

*Notice of motion by the Lancashire County Branch.*

That this Conference instructs the National Executive Council to secure that officers transferred from local authorities to government departments shall, for purposes of promotion and seniority, have service with local authorities credited to them in like manner as if such years with local authorities had been spent in the civil service.

#### 130. Leave to Attend Annual Conference.

*Notice of motion by the Bilston Branch.*

(a) That this Conference is of the opinion that elected representatives to the Annual Conference should be allowed leave of absence from employment to attend the Conference. It is felt that some hardship is imposed upon the delegates as at present absence from duty is regarded as annual leave.

(b) That this Conference desires that steps should be taken to amend conditions of service to overcome this difficulty.

#### 131. Electrical Power Engineers' Association.

*Notice of motion by the Central London Electricity Branch.*

(a) That this Conference is of the opinion that it should be the unfettered right of each individual to choose his own particular trade union and therefore presses for the cancellation forthwith of the agreement with the E.P.E.A. which imposes a ban on certain members of the staff employed in the electricity supply industry being admitted to membership of NALGO unless they are members of the E.P.E.A.

(b) That, instead of the agreement mentioned, this Conference recommends the inclusion in the Association and all branch Rules of a clause to the effect that the functions of the Association and any branch shall not extend to matters affecting the salaries and service conditions of the technical staffs coming within the purview of the

National Joint Board of the Electricity Supply Industry except by mutual agreement between the Association and the organisation(s) concerned.

#### 132. Conduct of Negotiations.

*Notice of motion by the Guildford Branch.*

That any national salary claim be submitted to district committees for ratification before submission to the employers' side, and that any offer of the employers' side of the National Joint Council arising out of such claim be referred to district committees before a decision by the staff side is arrived at.

#### 133. Notice of motion by the Middlesex County Branch.

That this Conference is of opinion that in negotiating terms and conditions of service, the National Executive Council should, if no lead has already been given by Conference, seek the opinion of district committees before any action is taken.

#### 134. Notice of motion by the Woolwich Branch.

That this Conference demands an alteration in the structure and methods of the Association so that the rank and file membership have more knowledge of, and thus take a greater share in, negotiations.

#### 135. Election of the National Executive Council.

*Notice of motion by the Manchester Branch.*

That the composition of the National Executive Council shall be such that the number of members in receipt of more than £760 per annum and the number in receipt of less than £760 per annum shall be elected to the Council in proportion to their respective numerical strength in the Association; provided that not less than one member shall be elected from each category in each district.

#### 136. Subscription Rebate to Branches.

*Notice of motion by the Hazel Grove and Bramhall Branch.*

That this Conference is satisfied that the maintenance of the smaller branches and attendance at Conferences and district meetings of delegates from such branches under present conditions warrants an increase in the percentage retained by branches of the total amount collected in subscriptions during each year.

Conference therefore urges the National Executive Council to consider increasing the percentage for retention from 35 per cent. to 45 per cent., in respect of branches with a maximum membership of 75.

#### 137. B. & O. Fund Scales of Assistance.

*Notice of motion by the Yorkshire District Committee.*

That this Conference views with concern the decision of the National Executive Council not to make known to branch B. & O. Fund secretaries the guiding scale for assistance to beneficiaries, and being of the opinion that the publication of the scale would materially assist branch officers in their consideration of applications submitted to them by prospective beneficiaries, instructs the National Executive Council to issue the scale to branches forthwith.

#### 138. Holiday Centres.

*Notice of motion by the Salford Branch.*

That this Conference:

(a) considers that the rates charged for the NALGO holiday centres have been increased to such amounts that members generally in the lower salary grades find it difficult to make use of the facilities;

(b) instructs the National Executive Council to investigate the administration of the holiday centres, with a view to avoiding further increases in the charges to members by reducing, if necessary, overhead expenses.

#### 139. Notice of motion by the Scottish District Committee and the Greenock Branch.

That this Conference agrees that a holiday centre be instituted in Scotland as soon as is practicable, but that, in the meantime, a rationing system be applied to bookings for centres in England in order that every member should have equal facilities for using such centres, the rationing system to take the following form:

(a) bookings to be accepted up to 28th February from members and families who have not been accommodated at either of the centres during the previous five years.

(b) bookings to be accepted from 1st March to 30th April from members and families who have been accommodated at either of the centres during the previous five years.

(c) thereafter bookings to be accepted from outside personnel for any vacancies still available.



**140. Functions of the Association.**

*Notice of motion by the Bognor Regis Branch.*  
That this Conference:

(1) Re-affirms that the major policy of the Association must be to pursue energetically the primary functions of a trade union.

(2) Instructs the National Executive Council to infuse the trade union activities of the Association with a new vigour by:

(a) ensuring that future negotiations concerning service conditions and salaries are not prejudiced by tactical blunders or pessimistic prophecies as were evidenced during the past year; and

(b) working for a greater unity among all ranks of the Association to make members aware that they belong to a strong and determined union which will take prompt and firm action to maintain, and where necessary further, their rights and interests in all respects.

**141. Proposed Formation of a Research Body to Collate Information for the Compilation of a Reference File of Local Government Information.**

*Notice of motion by the Bristol and District Branch.*  
That a Research Body be established by NALGO to collate information from all sources regarding rates, valuations, and any other facts concerning local government. At the present time, individuals have to spend much valuable time making their own researches and gathering information from a multitude of books and documents. The establishment of such a statistical office would greatly enhance the prestige of NALGO and satisfy a much-felt need. Such information would, of course, be made available to the public.

**142. Central Bureau of Information.**

*Notice of motion by the Halifax and District Branch.*

That, with a view to providing an opportunity for intending applicants for advertised posts in the local government service to obtain advance information regarding the status of the position, and other relevant matters, a Central Bureau of Information be established by NALGO, the information obtained by that bureau from branch secretaries to be available to any NALGO member intending to apply for the advertised post.

**143. Research.**

*Notice of motion by the Manchester Branch.*

That this Conference instructs the National Executive Council to consider initiating an immediate investigation by research at the universities, the London School of Economics, or by other means, into the values relative and applicable to the appraisal of the salaries and wages payable to local government and similar officers for the determination of a more scientific basis of negotiation on salaries and wages than that established by the precedent of haphazard practices and methods of employing authorities.

**144. Government Wage Policy.**

*Notice of motion by the Essex County Branch.*

That this Conference instructs the National Executive Council to take joint action with organisations representing civil servants, bank staffs, teachers, etc., to prevent discrimination against such workers in the implementation of the Government's wages policy.

**145. Cost of Living.**

*Notice of motion by the Glamorgan County Officers' Association.*

That this Conference urges the National Executive Council to inform H.M. Government that immediate and positive action should be taken to prevent any further increases in the cost of living.

**146. Recognition of "Black-Coated" Workers.**

*Notice of motion by the Liverpool Branch.*

That this Conference deplores the tendency of official and semi-official pronouncements to regard black-coated workers, including local government officers, as not contributing to the productive effort of the nation.

That, convinced that maximum national productivity cannot be achieved without efficient administrative and technical services, this Conference directs the National Executive Council to co-operate with any comparable organisation in an effort to obtain proper recognition of the work performed by many thousands of loyal and hard-working citizens.

**147. International Understanding.**

*Notice of motion by the Bognor Regis Branch.*

That this Conference urges upon the National Executive Council the necessity for making the most of every opportunity, without detriment to

its trade union activities, for the fostering of a better international understanding and, with this object in view, recommends to the National Executive Council for their serious consideration the promotion of schemes for (1) the interchange of officers within the framework of local government and (2) the provision of reciprocal facilities enabling officers to spend their vacations abroad as guests of their colleagues.

**148. Education Policy.**

*Notice of motion by the Oxford (Wessex) Branch.*

That this Association shall institute a scheme of cultural education for its members, based upon the idea of correspondence courses, week-end schools, and maintained scholarships to Ruskin and other appropriate colleges, free of cost.

**149. NALGO Education Institute.**

*Notice of motion by the Holborn Branch.*

That this Conference is in favour of the establishment of a NALGO Education Institute to organise and direct all the educational activities of the Association and instructs the National Executive Council to initiate the necessary action for its early inception.

**150. Correspondence Courses for Electricity Students.**

*Notice of motion by the Oxford (Wessex) Branch.*

That this Association shall give all possible assistance to electricity students by instituting correspondence courses and issuing certificates as an interim measure pending the establishment of examinations.

**151. Paper Supply for Correspondence Courses.**

*Notice of motion by the Montgomeryshire Branch.*

That in view of the complete dependence of members of local government staffs in rural areas on correspondence courses for study in preparation for the promotion examination and the acute difficulties experienced by such members in following correspondence courses as the result of present shortages of standard text books, this Conference urges the Government to increase the allocation of paper to publishers to allow reprinting of the books at present unobtainable.

**152. Children and Young Persons Act, 1933.**

*Notice of motion by the Education Welfare Officers' National Association.*

That this Conference is of the opinion that the Children and Young Persons Act, 1933, should be amended so that local authorities must make inquiries and take proceedings in cases of child neglect.

**153. Disability Pensions.**

*Notice of motion by the Birmingham Branch.*

That this Conference, being mindful of the great debt owing to all disabled ex-servicemen, regards as indefensible the existing procedure whereby a disability pension can, according to the financial circumstances of the patient, be reduced or withdrawn when an ex-serviceman re-enters hospital for further treatment and appeals to the Minister of Pensions to take appropriate action to ensure its discontinuance.

## RULE AMENDMENTS

**154. Approval of Notices of Motion by District Committees.**

*Notice of motion by the Perth City Branch.*

That it be an instruction to the National Executive Council to consider such alteration in Rules as will require branch motions to secure the approval of the appropriate district committee before submission to Conference.

**155. Ballot of Members.**

*Notice of motion by the Derby Branch.*

That the Rules of the Association be amended to provide that any matter may be referred by Conference to a referendum by ballot of all members of the Association, and that the majority vote, either for or against the matter so referred, shall be deemed to decide the matter as though it had been decided at Conference.

**156. Rule 3—Objects.**

*Notice of motion by the Metropolitan District Committee.*

That the Rules and Constitution of the Association be amended as follows:

Rule 3—Objects.

Delete section (b) and substitute the following therefor:

(b) To take all steps, within the provisions of the Trades Union Acts, the Trades Disputes Act, and other enactments governing the powers and functions of Trades Unions, to maintain and improve the salaries and service conditions of the Association's membership.

*Note.*—The relevant portions of Rule 3 read:

"3. The objects for which the Association is established are:

(b) To improve the conditions and protect the interests of the Association's members."

**157. Notice of motion by the Bethnal Green Branch.**

That Association Rule No. 3(b) be amended to read—"to improve the conditions and protect the interests of the Association's members by all legitimate means, including strike action if necessary"; and that this Conference instructs the National Executive Council to take immediate steps to establish a Fighting Fund and to incorporate a "strike clause" in the Constitution of the Association to render effective such amendment of the Rule.

See Note above.

**158. Rule 10—Scale of Subscriptions.**

*Notice of motion by the National Executive Council.*  
That the following additions be made to the resolution passed under Rule 10 (a) at the Conference of 1947 prescribing the subscriptions payable by members and the basis thereof:

At the end of Article 1 in the said resolution add the words: "The monthly subscription payable by a member who is granted leave of absence without pay by his employing authority to enable him to take a course of training shall be sixpence."

At the end of Article 2 add the words: "Provided that a member who, having for any reason been on leave of absence without pay on the first day of the financial year, resumes duty during that year at the conclusion of such leave shall, as from the date on which he resumes or is deemed to resume duty, pay monthly subscriptions based on the salary then receivable by him."

*Note.*—Article 1 prescribed the current monthly subscriptions payable by members based on salary. Article 2 read: "The basis of a member's subscription shall be his total salary (including bonus and fees) on the first day of each financial year of the Branch except in the case of a member joining after that date, when the basis for the year then current year shall be his total salary (including bonus and fees) on the first day of his membership."

**159. Rule 23—Proportion of Representation.**

*Notice of motion by the Bognor Regis Branch.*

That the following addition be made to this Rule: (d) Two or more branches within a district may combine to send representatives.

*Note.*—The effect of Rule 23 is stated in the footnote to Item 35 on page 71.

**160. Rule 27—Agenda.**

*Notice of motion by the Bognor Regis Branch.*

That this Rule be amended as follows:

(b) Delete "1st day of March" and substitute "15th day of March."

(c) The Report of the Council shall be issued to the representatives not later than the 28th day of February, and the Agenda shall be published in the April issue of the official journal.

*Note.*—Rule 27 requires that motions for the Conference agenda by district committees, branches, and sectional and professional organisations must be received by the general secretary not later than 5 p.m. on March 1st, and that the annual report of the N.E.C. must be issued to Conference representatives simultaneously with the publication of the agenda in the April number of LOCAL GOVERNMENT SERVICE.

**161. Rule 34—Election of Council.**

*Notice of motion by the Chelmsford Borough Branch.*

That Rule 34 (Election of Council) be amended to read as follows:

The Council shall be elected annually in the following proportions of members:

(a) One third of the Council to be composed of members occupying posts in the General, Miscellaneous and Clerical Divisions of the National Charter;

(b) One third of members occupying posts in the A.P.T. Divisions of the National Charter;

(c) One third of all members, irrespective of the positions they may hold.

The Council so elected shall be vested with, etc., etc.

*Note.*—Rule 34 reads: "The Council shall be elected annually, and the Council so elected shall be vested with, and shall exercise, the fullest executive powers, provided always that in the exercise of such powers it shall do nothing inconsistent with these Rules or the general policy of the Association as laid down from time to time by Annual or other Conferences."

**162. Staff Superannuation Fund Rules.**

*Notice of motion by the National Executive Council.*  
That the Staff Superannuation Fund Rules be amended in the following respects, namely:

Rule 1—definition of "contributing service."

Delete the existing definition, and substitute the following:



"Contributing service" means:

(a) service rendered by a member (including war service) in respect of which he is a contributor to the Fund;

(b) such period of service of a member with any local authority (including war service) which, within 12 months prior to his appointment on the staff of the Association, was reckonable as contributing service for the purposes of the Local Government Superannuation Act, 1937, or as a period of service for the purposes of a Local Act Scheme. Provided that the Council shall determine the terms on which such service shall be so reckonable;

(c) service in pensionable employment other than employment with a local authority, on such

## Our Mistake!



Scene at the last national electricity conference, reconstructed by W. CARTWRIGHT, Birkenhead, who read in our last number that "Mr. Riley warned his hearers"—not his hearers—that they might be called upon to fill seats on their new national joint council.

terms and conditions as the Council may determine.

Definition of "non-contributing service."

Add the following:

(d) war service which is not reckonable as contributing service.

Add the following definition after the definition of "Superannuation Allowance":

"War Service" has the meaning assigned to it by section 14 (1) of the Local Government Staffs (War Service) Act, 1939.

Insert the following new Rule after Rule 17 and re-number succeeding Rules accordingly:

18. The Council shall have power, and shall be deemed always to have had power under these Rules, to determine that provisions similar to the provisions of the Local Government and Civil Service (Superannuation) Rules 1936, shall be applied in the case of any member who ceased to be employed by the Association in order to take up employment, the nature of which is approved by the Council, for this purpose, and to act accordingly. Provided that the member concerned shall not be required to relinquish the right to the return of his contributions to the fund as a condition of having those provisions applied in his case.

163. Staff Superannuation Fund—Modifications.

Notice of motion by the National Executive Council. To apply the principle of the National Insurance (Modification of Local Government Superannuation Schemes) Regulations, 1947, to the Staff Superannuation Fund.

Note.—Since the terms of this notice of motion are formal and lengthy, we are not reproducing them here; they will appear in full in the official Conference agenda.

164. Superannuation (Miscellaneous Provisions) Bill.

Notice of motion by the National Executive Council. That the National Executive Council be empowered, if so requested by the NALGO Staff Association, to apply for the admission of the members of the Association's staff to participate in the benefits of a fund maintained under Part I of the Local Government Superannuation Act, 1937, in the event of clause 5 (1) of the Superannuation (Miscellaneous Provisions) Bill becoming law.

Note.—This is intended as an enabling provision on the assumption that the Bill becomes law in its present form; the decision would rest with the National Executive Council. Clause 5 (1) of the Bill enables employees of an association of officers of local authorities to be admitted to a superannuation fund maintained by a local authority under Part I of the Local Government Superannuation Act, 1937.

165. Induction of New President.

166. Vote of Thanks to Retiring President.

167. Any Other Competent Business.

## Council Dissatisfied with Award, Asks For Free Hand in Future Negotiations

AT its meeting at which the agenda was approved, the N.E.C. expressed its dissatisfaction that the terms of the award of the National Arbitration Tribunal on consolidation provided no increases in salary for officers in Higher Clerical, Miscellaneous, or A.P.T. Divisions.

It affirmed, as its future policy, its intention, as soon as the time was opportune, to endeavour to remedy the position, bearing in mind the Government's pronouncement on personal incomes, costs, and prices. It declared, however, that this decision was without prejudice to its immediate objectives which were:

Improvements in London weighting;  
Standardised grading for special classes of officers; and

Specific improvements, not only in the salary grades which had not benefited by the award, but also in higher grades when the Charter salary "ceiling" was removed.

The opinion was expressed that, whatever members thought of the award, all should loyally accept it, given as it was as the result of a system of negotiation which NALGO supported. Acceptance would not stop the N.E.C. from trying to get something better—but they should not be "bad losers."

At the same time, it was pointed out that the N.E.C. and the staff side of the National Joint Council had been handicapped by having had Conference instructions heaped upon them in such a way as to hamper their freedom to negotiate, weaken their power to bargain, and thus prejudice the position of members in general. Accordingly, the N.E.C. urged members to place confidence in their elected representatives and leave them free to negotiate the best terms they could.

Utility and Health Staff Organisers.—Three new organising officers, one each for gas, electricity, and health staffs, have been appointed to Headquarters. They are:

Gas—V. J. LUCK, chosen in November, to be an assistant district officer in the Association's Birmingham office, formerly in the engineer and surveyor's department, Brentwood, the Gas Light and Coke Company for three years, and the Metropolitan Water Board. He was branch secretary at Brentwood, staff side secretary of

Electricity Staffs.—The draft constitutions of national and district joint councils and local staff committees for electricity administrative and clerical staffs were approved, subject to minor amendments; the conference of electricity staffs, due to meet early this month, was authorised to appoint 15 of the Association's 20 representatives on the national council, one from each area; and H. W. JOHN and T. NOLAN, from the N.E.C., with J. H. WARREN, general secretary, J. E. N. DAVIS, chief organisation officer, and L. MOSER, newly-appointed organising officer for electricity staffs were appointed to the five remaining seats.

Medical Laboratory Technicians.—Recommendations for new salaries and conditions for all medical laboratory technicians in England and Wales have been approved by their joint negotiating committee—on which NALGO is represented—and ratified by all parties concerned. The increases will provide from 2s. 6d. to 15s. a week for student technicians over 19 to £50 a year for chief technicians, with effect from February 1. Copies of the recommendations may be had from the secretary of the Committee, 52, Green Street, Park Lane, W.1, price 4d.

## "Ware Driffield"

"LOCAL government," says the preamble to the Charter, "should be in the first flight of good employers."

Is it? Consider Driffield rural district council, in the East Riding of Yorkshire.

In March, 1946, the council, in common with all other local authorities in England and Wales, received a copy of the Charter, a memorandum from the Minister of Health commending it to local authorities, and a letter from NALGO inviting the council to adopt it.

The council neither acknowledged nor replied to these communications.

NALGO sent further letters to the council, almost at monthly intervals, pressing it to adopt the Charter, and the district officer paid it a number of visits. The council made no reply—not even when in February, 1947, the appeals were reinforced by the Yorkshire Provincial Council. At last, in June, 1947, it vouchsafed the information that an establishment would be fixed to cover the staff it required. But nothing more was done, and, in August 1947, NALGO having exhausted its patience (after waiting for 17 months) declared a trade dispute. Then, in October, after intervention by the Ministry of Labour, the council decided to adopt the Charter "in principle," to fix an establishment, and to apply the grading provided for in the Charter.

But no action was taken, despite reminders by NALGO, until January 20, 1948, when the council received the NALGO district officer, ostensibly to discuss gradings and establishment. The only "discussion" on the part of the council was a statement of its intentions, which were unacceptable. Nine days later, the council gave effect to these intentions. It:

Declared the posts of assistant clerk, rate and rent collector, and shorthand-typists in the health department, redundant;

Graded a clerk-typist in General Division with the proviso that the maximum should be £220;

Graded the chief sanitary inspector and sanitary surveyor, a man of 62 with 30 years' service in A.P.T.I., with the proviso that his salary remain at its former level of £350; and

Resolved that this "scheme" take effect from January 1, 1948.

The council also decided to increase the salary of its chief officer by £200. Increased to ten other members of the staff totalled £208.

In justification of its decision to declare three posts redundant, the council quoted the Ministry of Health Circular issued early in 1947, inviting all local authorities to review their staffs and reduce them where possible. But the Ministry had asked for that review to be completed by July 31, 1947. Driffield did nothing until January, 1948. One "redundant" officer served the council for 28 years. Another was on war service. In view of the above, members are advised to consult Headquarters before accepting a post with Driffield R.D.C.



V. J. Luck

L. G. Moser

G. W. Phillips

the local joint committee, and a member of the provincial joint council.

Electricity—L. G. MOSER, senior technical clerk, Northmet Power Company, formerly with Hendon Electric Supply Company—before its merger with Northmet in 1939—and Ediswan Ltd., Lighting Department. He was a founder and local correspondent of Northmet branch.

Health—G. W. PHILLIPS, superintendent, school attendance and by-laws department, Essex C.C., and formerly for seven years in the public health department at Walthamstow, was a member of the N.E.C. from 1943-47 and of the Metropolitan District Committee for 14 years, one-time president, chairman, and vice-chairman of Walthamstow branch, committee member and education correspondent for Essex branch, founder member of the North-Metropolitan Joint Council, and member N.J.C.

Overtime—The staff side of the National Joint Council will be asked to secure the extension of the salary limit for overtime from £435 (basic) to £495 (consolidated).

Annual Leave—The staff side will also be asked to proceed with the application of an improved leave scale, already submitted.



## READERS' FORUM

**"Grading No Solution to Plight of General Division"**

YOUR editorial on the consolidation award and the article by "Critic" in the March journal dovetail neatly and, together, put up a clever alibi for the failure of the N.E.C. to improve service conditions and blame branches for the award. Let me put the other side, as many of my colleagues see it.

To get the employers to accept the N.J.C. scheme, the N.E.C. agreed to a bonus standstill till April, 1947. By the summer of 1946, the big banks and the major insurance companies had given their provincial clerical staffs a male maximum of about £500 p.a. consolidated. The civil service later consolidated its 30s. bonus on favourable terms. Our bonus was and remained 23s. a week.

The 1947 Conference decided in favour of consolidation. N.E.C. speakers (Bevan, Riley, Young) all opposed a plain bonus claim, but favoured consolidation. Mr. Bevan said that, if we wanted consolidation, he would make it worth while and assured us that the terms would compare favourably with the £468 p.a. consolidated figure of the L.C.C. With this decision in their hands, the N.E.C. gave away A.P.T. grade 5a, which the employers wanted badly, to ease negotiations. The employers then dug in their toes, as we had warned Headquarters would happen, and delayed a decision throughout the summer and the autumn.

General unrest led to the Croydon demand for a special Conference. Rather than face this, the N.E.C. went to arbitration and, as usual, pitched its claim too low, asking for £400 at 32. For the moment, we are in a bad fix, but the Association will be ill-advised to accept your plea and "Critic's" to abandon our efforts to raise the level of the General Division and concentrate on better grading. The level of the General Division must be raised if the service is to attract or retain the best type of junior.

You and "Critic" do not know the facts of life if you really believe that grading will solve the problem for more than a few. In the North-West, more than half the appeals possible under the N.J.C. time limit have already been heard by the provincial council and disposed of finally. You would do well, if you can, to tell us how and when these cases can be raised again or how we are to raise cases not previously heard, in view of the time limit of three months from November 1, 1947; many hundreds now languishing in the General Division will be interested.

It is nonsense to urge branches to do more about grading or to sneer at them for passing resolutions and expecting decisions reached at Conference to be carried out. What is the staff side of the N.J.C. for if not to try to secure improvements? There has been a constant interchange of information about grading for years, but masses of it will not change decisions already made by local authorities and provincial councils. The average member is bewildered and resentful at the fact that our service is at the back of the queue, worse off by far than the bank or insurance clerk, the elementary school teacher, or the civil servant.

We are at the back of the queue because the N.E.C. has frittered away time, especially the last twelve months. We shall stay there until NALGO adopts a modern service conditions policy, believes in it at the top, and fights for it wholeheartedly.

Manchester branch.

A. F. HUTT.

Mr. Hutt exaggerates. Of the "Big Five" only one pays a clerical maximum of £500 today. The maxima of the other four are below £500. The civil service bonus was 23s. a week until November 1, 1945, when it was increased to 30s. and consolidated. But in any comparison with the civil service, more than bonus should be considered. In 1938, a provincial male clerical officer in the civil service was getting £242 a year at 30 while a General Division male clerk in Lancashire and Cheshire was getting £190. Today, the civil servant gets £355, and the local government officer £360. In other words, the L.G.O., who was getting £52 less in 1939, gets £5 more today.

The N.E.C. did not go to arbitration rather than face a special Conference. It went to arbitration because the employers proposed it and the critics demanded it. Whether the claim of £400 at 32 was too low or not, it was more than

the National Arbitration Tribunal would concede. And it represented a substantial increase on, for example, the Manchester maximum of £192 8s. at 25, which was paid in 1939.

**"Watch Cost of Living From Now On"**

YOUR review of the steps leading to the consolidation award will do little to mitigate the disappointment of members, and merely confirms the impression that the slow progress of the negotiations, overtaken by the worsening of the country's economic plight, was a decisive factor in our failure.

Recrimination is, of course, futile, and you are right to look to the future, but I cannot

Once again we must apologise to the many readers whose letters, despite drastic condensation of those published, have had to be held over. Letters for the May journal must reach the Editor, I, York Gate, Regent's Park, London, N.W.1, by April 15th. Use of pen-names is allowed, but no letter will be published unless it is accompanied by the writer's name and address as a guarantee of good faith.

applaud "Critic's" policy, which seems to me to be tantamount to closing the stable door after the horse has bolted. Anomalies in grading have existed ever since the Charter became operative, and the need to remove them would have been no less urgent and necessary had the bonus negotiations succeeded.

The weakness of regrading as an alternative to the bonus is too obvious to escape the notice of the employers, and will tend to jeopardise the chances of hundreds of members whose appeals are already in the hands of the provincial councils. The bonus and regrading are separate problems and need to be dealt with separately.

Nothing can be gained by refusing to recognise the finality of the arbitration award under present conditions, for as long as the Government's policy of freezing incomes and prices succeeds, there can be little hope or opportunity for improving our salary standards. But that does not mean we can do nothing. From now on, the Association must be prepared to keep a more watchful eye on the cost-of-living index, even to the extent of making a statistical review of prices at, say, the date of the Tribunal hearing. This record, if comprehensively prepared and meticulously maintained, would provide a powerful weapon in opposing any future encroachment on our standard of living.

Flintshire.

A. ROBERTS.

**"Present Gradings Frozen"**

"CRITIC'S" suggestion that, having failed on our bonus claim we now concentrate on grading, sounds nice. But how can it be implemented now that the time limit for appeals against grading has been fixed at three months—which means, in effect, that all present gradings are frozen, except where additional responsibility is put on a particular post, or there is a change of officers?

The National Executive Council has shown amazing timidity in all negotiations, and is to be blamed for reducing its original demands, and submitting to the Tribunal such inadequate figures.

What we should do now is try to have the time-limit ban on appeals against grading removed, and (dare it be stated again?) apply for affiliation to the T.U.C. in an attempt to strengthen our hopelessly weak union. Has any other union failed to get any increase since January, 1946?

Swanscombe branch. D. W. DUNGATE.

**"Cinderella Scurries Home"**

YOUR leading article does both the N.E.C. and the staff side of the National Joint Council a great disservice. It says that the negotiations pursued their tortuous course for twelve months, that the hand of the N.E.C. was forced to arbitration by "popular clamour" in the branches, and it draws the lesson that we must appoint good negotiators and leave it to them.

In my letter in the December journal, I asked that the N.E.C. should give us the facts of the negotiations and allow us to decide whether arbitration was desirable. Croydon asked for a special Conference to direct the N.E.C. to go

to arbitration. Are we to assume that the N.E.C. allowed itself to be stampeded into a decision with which it did not agree rather than accept the opportunity to prove that there was no case on which to go forward? If the many reasons you cite against going to arbitration were the considered opinion of the N.E.C., it should have had the strength to say so when the opportunity was given it. I don't believe it. It is easy to be wise after the event.

It is also surprising to be told that there was never any hope or justification for an overall increase in bonus, and that individuals must now try to make both ends meet by a regrading appeal. Since all but you know that the cost of living has increased enormously, the logic of your argument is that all should now seek regrading, facing the employers with the same overall increase as would have resulted from a more favourable award.

Let us be honest and admit that our failure has been due to our acceptance of a 12-months' truce on the bonus claim; too much gentlemanly dalliance in the N.J.C. after the employers had made known their refusal to give reasonable consideration to the claim; time wasted in skirmishing in the N.J.C. to avoid the necessity of the staff alone declaring a dispute, awaiting the employers' agreement to a joint dispute; and the fact that the first three considerations brought the claim before the Tribunal at the worst possible psychological moment.

Midnight has struck. The Cinderella service scurries back to its tasks, leaving its sisters—the civil service, bank officials, the transport workers, Uncle Tom Cobleigh, and all—still at the Ball. There is little comfort for Cinderella in your closing words: "We have failed to help you; see what you can do for yourself!"

"CASEBY."

"Caseby" and other correspondents apparently forget that the 12 months' truce on the bonus claim was part of the price of the Charter. Had the staff side not accepted it, there would have been no Charter.

**"Lost Confidence in Staff Side"**

MY branch, at a special general meeting on February 19, unanimously passed the following resolution:

"That this Bethnal Green branch of NALGO declares that it has lost confidence in the Association's representatives on the staff side of the National Joint Council, and calls upon the National Executive Council to take immediate steps to ensure that the Association secures competent representation on the National Joint Council."

This loss of confidence in the Association's representatives is based on the following:

1. That their target for a cost-of-living bonus at the beginning of 1945 being 35s. a week, they failed to secure this, and the 23s. per week they obtained was belated and insufficient;
2. That their target for a cost-of-living bonus in March, 1947, was still 35s. a week, despite the fact that two years had passed and prices of commodities of all kinds had advanced considerably in the interim;
3. That they agreed to defer bonus revision for twelve months, as a condition for the acceptance of the Charter;
4. That acceptance of the Charter without a general "no detriment" clause resulted in worsened conditions (e.g., sick pay, holidays) for sections of the Association's membership;
5. That they have discouraged branches from negotiating locally for conditions superior to those laid down in the Charter;
6. That they neglected the temporary officers (forming a substantial portion of the membership), many of whom had to wait nineteen months (until November 1, 1947) for Charter scales of salaries;
7. That their targets for consolidated salary scales were inadequate;
8. That they failed to secure sufficient publicity about the needs of members and the claims made on their behalf; and
9. That they deliberately withheld from members information about the staff side's activities and proposals.

It is hoped that all branches in agreement with our point of view will, if they had not already taken similar action, forward like resolutions to



the National Executive Council. My branch will be pleased if all branches adopting this course of action will be good enough to advise me.  
Town Hall, S. R. BRANDON.  
Cambridge Heath Road,  
Bethnal Green, E.2.

### "Educate the Employers"

THE underrating of the local government officer has two causes: his own inferiority complex, and the ignorance of local authority members of the principles of Whitleyism. The remedy, I suggest, is a revision of our public relations policy to concentrate on educating the employers' sides of the national, provincial and local Whitley councils in their duties as negotiators, against the present method of block voting; instilling into their minds their duty to listen to arguments of both sides; and insisting that local authorities give their representatives freedom to vote in accordance with the arguments of both sides.

To-day, the local government service is in a state of gradual decline. In the past ten years, only 14 male juniors have entered the service of my authority, which is one of the best. In all grades, there are 66 per cent. men and 34 per cent. women, whilst in the General Grade there are 40 per cent. men and 60 per cent. women. Unless the salary scales are made more attractive, the service will in future be mainly composed of women. How many local government officers or members of local authorities allow their sons to enter the service?

S. VERNON FRENCH.  
296, Regent's Park Road,  
Finchley, N.3.

### "Case Badly Handled"

MY branch executive committee, at a meeting on February 19, instructed me to send you a copy of the following resolution, which has been forwarded to Headquarters:

"That this branch desires to express its disappointment at the failure of the National Arbitration Tribunal to consolidate the basic salaries and cost-of-living bonus at a higher figure than £60, which figure bears no relation to the present level of commodity prices, especially when comparison is made with awards to other branches of the public service. The branch is also of opinion that the case was badly handled from the beginning in that too much time was lost between the date of the application for an increase in the cost-of-living bonus, and the decision to take the dispute to arbitration."

West Kent branch. K. G. HAYLING.

### "Salary Standards Lowered"?

AT a special general meeting of the Middlesex County Officers' Association, on February 24, I was instructed to forward to you the following resolution:

"That this meeting of the Middlesex County Officers' Association, whilst supporting NALGO's efforts to give the employees of the smaller local authorities a living wage, deplores NALGO's consistent policy of ignoring the fact that the effect of the National Charter in some cases is to lower the standard of salary scales, and that it is the considered opinion of this meeting that the deliberate disregard of this fact in all of NALGO's propaganda over the last three years has had the result of convincing the employers and possibly the National Arbitration Tribunal, that the Charter represents a substantial improvement on all previously existing provincial council scales."

Middlesex County Officers' Association. E. E. HART.  
*We do not know of a single instance in which the effect of the Charter has been "to lower the standard of salary scales," and shall welcome evidence. According to the employers' evidence to the Tribunal—which was not challenged—the Charter put £4,500,000 into the pockets of local government officers last year, a figure which would increase to £6,000,000 next year.*

### "Stick to the Point"

RECENT letters in "L.G.S." criticising the Government's policy of freezing wages, profits, and prices do little to further our just cause for complaint about the consolidation award. That complaint, surely, is confined to the prejudicial effect of freezing our own salaries at 1946 levels in 1948. Many of us would not complain at freezing our salaries at 1948 levels.

The point is that our salaries lag behind others: let us stick to it. Reduction of the forces, trading outside the dollar area, and freezing of profits, prices, and wages at 1948 levels, are political questions unrelated to our claim and, if we disagree with the Government's policy, we should do so through the polls, not through NALGO.

As to T.U.C. affiliation, some tell us that it has no political significance, yet another tells us that were we affiliated, we could, with the T.U.C., "suggest" the future Government policy. Is this what we have in mind when we consider affiliation?

J. HAMILTON FORD.

### "No Escape from Miscellaneous"

WHY should such a fuss and rumpus be made over the General Division salaries, when officers in that Division can get out of it by examination, which 'should not prove troublesome to young persons'?

My county has placed first assistant district welfare officers and deputy relieving officers in Miscellaneous Division Grade 1; but nobody bothers about this Division and, as far as I am aware, those placed in it have no means of getting into a higher Grade, either by examination or otherwise.

31, Berkeley Road, G. W. A. MACKENZIE.  
Clacton-on-Sea.

### METROPOLITAN STRIKE CALL

#### "Our Hands Clean—Keep Them So"

AT the Metropolitan district demonstration at the Kingsway Hall on February 26, no voice was raised, except in ejaculation, to protest against the implication that our Association favours using the strike as a means to obtain its ends.

It was noticeable that all the speakers from the floor came from the East, and I wish to express the views of others who are on the Western side of the Iron Curtain, and to whom the consciousness of the performance of public service still carries a little of its own reward. We were told from the platform that local government officers, with their qualifications and experience, could command much higher salaries in industry and commerce. Why, then, don't they go? Why stay behind to discredit an Association whose integrity is pre-eminent, by striking, when they can obtain their ends by honourable methods?

The only way this country can keep alive is by exporting, therefore, those who produce exportable goods are the important people. However necessary the services we administer (note the word), we, as non-producers of exportable goods, cannot in the present economic circumstances claim priority. One speaker urged that we should leave the streets unswept, dustbins overflowing, and water unavailable. How far are members of NALGO concerned with sweeping the streets, emptying dustbins, and turning knobs at water-works? Does the speaker imagine that if the offices closed, the work could not be done? Are we on such excellent terms of partnership with the manual employees that our wish is theirs also?

NALGO's hands are clean. Let them remain so. In addition to a Charter, we have an oft-forgotten Code of Ethics, the principles of which should guide us collectively in the present situation no less than as individuals at all times. The satisfaction of implementing the better and more noble requirements of our civilisation is a thing not readily to be forewarned. The healthy-minded majority must openly declare that the Association as a whole prefers, if negotiation fails, to accept an adverse ruling rather than to prostitute its honour and self-respect for the sake of thirty pieces of silver.

JOHN C. SUTCLIFFE.

### "CHARTER AS MINIMUM"

#### "A Disquieting Explanation"

YOUR explanation of the N.E.C.'s decision to take no action on the Conference instruction that it should seek to establish the Charter as a minimum upon which local improvements might be made is disquieting. It means that the Council has failed to implement a majority decision of Conference on a matter of policy. It had no right to shelve the matter merely because a questionnaire to branches did not reveal widespread "worsening" by the Charter. The policy of the "Charter as a minimum" was surely designed to facilitate local improvements which

could then provide comparisons when negotiating general improvements.

The staff side, in its case to the National Arbitration Tribunal, made use of the L.C.C. salary scales to illustrate that the Charter scales lagged behind those in comparable employment. How much more forceful would have been the case for a general increase if it had been able to show other authorities paying higher rates!

The N.E.C. thinks that a standard applied to all can be raised for all, but the consolidation award shows that the "all or nothing" policy lags nowhere. The sooner the pusillanimous and disobedient majority in the present N.E.C. becomes a skeleton in the Association's cupboard, the better will the Association's interests be served.

108, Baker Street, P. E. TAYLOR (Miss).  
London, W.1.

### N.E.C. ELECTIONS

#### Indirect System Better?

YOUR first "Bread and Butter" article, on the N.E.C. elections, is the best description I have read of the whole stupid business. What beats me is how such an irrational system could have so long survived in an Association of comparatively intelligent people.

I have attended innumerable branch committee meetings at which we were asked which of the 40 or so candidates we should recommend for members' support. After the inevitable facetious suggestions of pin-sticking, it is left to the chairman and secretary to make recommendations—the blind leading the blind. This annual farce makes the Association look ridiculous.

I submit that the only sensible basis for election is electors' knowledge of candidates' merits, and a rational way to make this effective would be to have elections by tiers; i.e., rank-and-file members to elect representatives to branch committees; those committees to elect representatives to district committees; and so on, to the N.E.C. Then everybody on each tier would be voting for someone of whom he at least knew something.

Town Hall, H. J. HERRIN.  
Hackney, E.8.

### FAIR PLAY FOR WOMEN

#### How Achieve Equality?

A RECENT inquiry to the Association's 916 branches on the removal of the marriage bar brought only 95 replies. I suggest, however, that it would be wrong to assume from this that the question is of only slight interest to women in NALGO, and can therefore be dismissed.

Male influence is still paramount in the Association. Women are numerically insignificant on local executive committees, district committees, the N.E.C., and local joint committees. Of 1,600 delegates at last year's Conference, only 90 were women. *There is now not a single woman among the 60 members of the National Joint Council representing both employers and officers throughout the country.*

Three factors contribute to this deplorable state of affairs. First, women are not generally sufficiently numerous in their departments to ensure election of a woman to their local executive committee. Second, most men are still hidebound by the notion that it "isn't done" to elect a woman to represent them. And third, women accept too readily their inferior status, lower salaries, and limited opportunities of promotion.

And because women are so few on our committees and councils, sufficient attention is not paid to their injustices and thwarted aspirations. Had the interests of women officers been wholeheartedly presented, we should long ago have achieved the rate for the job, equality of opportunity, and the removal of the marriage bar.

In the staff side case at the recent arbitration negotiations, it was stated: "In view of the employers' unqualified refusal to concede . . . equality of consolidation in the A.P.T. Division . . . the staff side agreed to submit the reduced claim for women." And yet, of the meagre results accruing, one was the achievement of that very thing the staff side was prepared (temporarily) to drop!

How are we to achieve real equality for women in the local government service? The problem must be tackled by the drive, determination, and persistence of women officers themselves—"the fault lies not in our stars, but in ourselves that we are underlings." But, in addition, NALGO



itself has a great responsibility. Instead of merely asking male-dominated branches for views on matters vital to women officers, let the N.E.C. reach out to help those thousands of women members who loyally pay their subscriptions, and do all in its power to help women towards their full status within the service and within our virile and growing Association.

ERICA K. HODSON.

278, New House Road, Blackpool.

### "PROMOTION EXAMINATIONS

#### Ill-Considered and Ill-Timed"

MY branch has considered the list of alternatives to the promotion examination published in the March journal and considers that this is a most inopportune time to bring forward a scheme requiring all officers to pass an examination before they can be considered for promotion from the General Division, and that the decision to ignore all intermediate qualifications and require the possession of either the new promotion examination certificate or the final certificate of a recognised professional body as a passport for entry into the A.P.T. Grades is unfair and impracticable.

Since no promotion examination has yet been held, the effect of the decision is a standstill order for all in the General Division, except the few who hold a final qualification. There is no saving clause for existing staff, so that officers who already possess an intermediate qualification are doomed to stay in the General Division until they have fully qualified, or, alternatively, must spend valuable time studying for the promotion examination.

How, then, are vacancies on the A.P.T. Grades to be filled? Is it seriously suggested that local authorities will appoint to those Grades only officers who are fully qualified, or that fully qualified officers will be prepared to accept appointments in the lower A.P.T. Grades?

My branch protests most strongly against the acceptance of this ill-considered and ill-timed scheme. We feel that branches should be given an opportunity to express their views on such schemes before members of NALGO are committed irrevocably.

G. C. MOUNTSTEPHEN.

Richmond (Surrey) branch.

*We have received many more letters on this subject but have no space for them this month; as many as possible will be published next month.*

### END OF THE POOR LAW

#### Will New System be Better?

AS a relieving officer of nearly 40 years' experience, I was interested in the recent article, "The End of the Poor Law," but feel that, although it shows an intimate knowledge of a relieving officer's work, it casts a slur on a body of men who are mainly intelligent, kind hearted, and always at the beck and call of the poor. By contrast, the officers of the Assistance Board and Customs and Excise are untrained. In the work, so will insist on a means test.

Mr. Garland appears to favour "boarding-out" of children. I was an inspector under the Act for some years and consider that boarding-out is a failure unless the foster-parents take the child for love and not for the money they receive.

The millennium will not come by any transfer, and what will the cost be? The county councils to-day are spending far more than did the old Boards of Guardians—but the poor have not benefited.

ARTHUR HARWOOD.

42, Weston Road, Guildford.

### SUPERANNUATION

#### Retirement at 60?

ACCORDING to the new National Health Service (Superannuation) Regulations, 1947, employees who will be neither civil servants nor local government officers will be entitled to retire at 60 after 10 years' service (55 in the case of nurses). But local government employees under the Act of 1937 can retire at 60 only after 40 years' service, with the result that the majority (men and women) must continue to serve until they are 65.

To remove this anomaly, we should seek revision of the 1937 Act, with the object either of bringing the retiring age into line with that under the National Health Service Regulations (and with the retiring age of civil servants, teachers, and others who retire at 60) or by giving local

government officers the option to retire at 60 on a modified pension. Is any action contemplated?

W. B. S.

*NALGO is hoping to discuss this point soon with the local authority associations.*

### HOSPITAL OFFICERS' FEDERATION

#### "Premeditated Sabotage"

IT hardly becomes NALGO to speak so disparagingly as you do in the February journal of the efforts being made to organise an independent: "National Federation of Hospital Officers." "Effective action" on the part of NALGO and other organisations to prevent this development savours of premeditated sabotage on the part of a group of negotiating bodies which, whilst claiming to have nurtured hospital officers in their infancy, are prepared to stigmatise them as renegades on maturity, and to deprive them of their right to choose a negotiating body of their own.

In the past, a diversity of bodies, such as the Institute of Hospital Administrators, British Hospital Association, Confederation of Health Service Employees, and our old patron, NALGO, have each endeavoured to represent hospital staffs according to their various constitutions; but difficulties and anomalies have arisen from an inevitable lack of co-ordination. Clearly, new negotiating machinery should be set up for the new service, and if voluntary hospital officers—who, incidentally, bear no allegiance to any particular union—are prepared to lead the way, they will be more than encouraged by the ready support of those who feel aggrieved at the way their confidence has been betrayed.

C. B. WARD.

Wakefield.

*New negotiating machinery is being set up for the hospital service, and the staff side is fully representative of existing organisations. "Co-ordination" sponsored by employers is hardly likely to be of benefit to the staff!*

### SUBSISTENCE ANOMALIES

#### Is Allowance Too High?

THE application of the amended Paragraph 19 of the Charter, dealing with subsistence allowances, is causing some local authorities difficulty and will, I think, continue to do so if it remains in its present form.

The main fault lies in sub-paragraph (c), which provides for the payment of a guinea a day to an officer when travelling in the performance of "occasional or exceptional" duties involving continuous absence for not less than eight hours.

Why should an officer be paid a larger allowance, and on a different basis, when performing "occasional or exceptional" duties than when engaged on "normal and routine" duties? And how does he fare when the

"occasional or exceptional" duty involves continuous absence of only 7½ hours during which he would, no doubt, need at least one meal? Presumably he bears the cost in the hope of making good the loss another time when the period of absence exceeds eight hours.

Assuming that he needs three meals during an absence exceeding eight hours, a guinea seems a generous allowance (double the amount allowed when normally and routinely engaged), even if the meals are obtained in London.

My view, as one who travels a good deal, is that Paragraph 19 should be remodelled to provide that the allowances in (a) should apply on all occasions except when in London and, perhaps, the larger provincial towns (in which it is considered that special salary weighting should apply), and that in such cases the allowance might be:

Bed and Breakfast £1s. 6d., Lunch 3s. 6d., Tea 2s. 6d., Dinner 7s. 6d.

Officers should be entitled to a meal of the standard to which they are accustomed—not that there is much choice these days—but should not be encouraged to feed more extravagantly at the local authority's expense than they would at their own cost.

County Hall,  
Lewes.

H. W. KING.

*This question is now being reviewed by the National Joint Council.*

### MORE NALGO DIVISIONS?

#### Grades Committees Urged

DOES your heading in the February journal, "Separate Consultative Committees and Councils for Each Service," apply only to electricity, gas and hospital staffs, or are other divisions envisaged, providing machinery more on the lines of civil service departmental and grades committees? Some such arrangement is urgently needed, especially in view of the sharp differentiation by the National Joint Council between General and Clerical Divisions, whose salaries are now planned in detail, and A.P.T. Grades, where salaries are, for the most part, left to the free play of the laws of supply and demand.

So far, NALGO's representation of the latter grades has been fumbling and feeble at both national and regional levels. The interim grading of sanitary inspectors prevents them benefiting fully from a free market. Our position is rather like that of the French franc, and about as satisfactory. If NALGO is not competent to deal with these grades, why not delegate the job to the appropriate technical associations?

534, Aylestone Road,  
Leicester.

R. V. REDSTON.

*It may be necessary to set up similar consultative committees if and when other sections of the service are nationalised.*

## Electricity Appeals Still Valid After Transfer

AN officer transferred from local government to the new electricity service while his appeal for regrading is being considered by the appropriate provincial joint council, will not lose any advantage he would have gained had the appeal been allowed before his transfer. This is the considered opinion of W. C. ANDERSON, the Association's legal officer.

The Association successfully fought a case of this kind only last year. An officer of a Part III. education authority applied for an increase in salary, which was upheld by the staff appeal committee after it had been rejected by the authority's establishment committee. The Council nevertheless rejected the application three days before the officer was transferred to the county council. A trade dispute was declared and the case was referred to the Provincial Whitley Council, which recommended an increase in basic salary with additional increments. The former Part III. authority adopted this recommendation and paid arrears up to the date of transfer, but the county council refused to pay the basic salary and additional increment recommended. NALGO then submitted the case to Counsel (Mr. Gerald Gardiner) for his opinion.

Counsel took the view that the resolution of the Part III. education authority, giving effect to the recommendation of the provincial council, validly determined the salary at which the officer concerned was employed immediately before the date of transfer, and became incorporated in the terms and conditions upon which he became employed by the county council.

In the light of this opinion, the legal officer considered that if the salary of an officer transferred from the employment of a local authority to the service of the British Electricity Authority could be shown to have been, before the vesting date, the subject matter of a dispute under the Conditions of Employment and National Arbitration Order, 1940, and that dispute was eventually settled by an agreement, decision or award, such an agreement, decision or award would validly determine the salary at which the officer concerned was employed immediately before the vesting date. The terms and conditions in respect of salary upon which the transferred officer was employed by the local authority immediately before the vesting date would thus include the new salary and he would become employed by the British Electricity Authority as and from the vesting date on these terms and conditions.

In view of the above, it is important that all officers employed by municipal electricity undertakings who contemplate appealing against grading decisions should be able to show that there was a trade dispute in respect of the terms and conditions of their employment immediately before the vesting date.

In considering the question, the legal officer had in mind the fact that the National Joint Council had decided that it was competent for a provincial council to hear a grading appeal after an appellant had left the service of the local authority which he served when the appeal was made.



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## A NALGO DIARY

By "ABINGDON"

# N.E.C. Dines in Oldest Civic Building: C.O.I. Cartoon Films: Holidays Abroad

NALGO's National Executive Council dined in medieval splendour on March 13 when, after its meeting, held in Exeter, the Mayor, Councillor W. T. SLADER, J.P., entertained the Council in the city's fourteenth-century Guildhall, and did honour to the Association's President, CYRIL J. NEWMAN, O.B.E., who is Exeter's town clerk.

The occasion, described by the Mayor as "showing something of what civic pride could mean," was an inspired reconstruction of the Guildhall's past pageantry. The guests dined in the light of four score candles, their flames reflected in the city's gleaming plate and regalia, beneath the arms of ancient guilds glowing in a stained glass window flood-lit from without, amidst massed blooms on walls and windowsills, below portraits of Royalist and Parliamentarian, and to the music of Elizabethan madrigals played in the minstrels' gallery.

The President was the guest of honour and, in toasting him, the Mayor—to-day the senior mayor of Great Britain—reflected that the man who found true success was he who, like Mr. Newman, could hold high office and yet remain his true self.

Responding, Mr. Newman recalled that he was on the eve of celebrating the twenty-first anniversary of his entry to the service of the corporation. He hoped that the guests would carry back with them not only the recollection of the gracious hospitality of the mayor, but the inspiration to serve the community that lived and pulsed through that historic hall—"the oldest shrine of local government in the country." While it was true that tradition could fetter as well as inspire, there was a danger, in these days of social revolution, that in breaking the fetters, as we should, we might lose the inspiration.

The guilds, whose arms adorned the Guildhall, were, like NALGO, "all-embracing unions" settling their members' conditions. He had a record of an early guild edict forbidding masters to feed their apprentices on salmon on more than three days a week. A modern apprentice might be willing to waive such a restriction, given the opportunity!

## Time off to Study

Progressive Lancashire County Council, I hear, is to grant officers studying approved courses leave of absence of up to one full day or two half days a week for three years to attend classes—and, just before sitting for an examination, to study privately at home.

## Whitley Discipline Appeal

A recent case, supported by the Association, illustrates the value of the provincial joint council in settling differences on matters other than salaries and conditions of service.

A member, in charge of a department, was given notice of dismissal on the ground that he had failed to maintain discipline. He appealed, but the local authority refused to uphold his appeal, though it later agreed to accept the Southern provincial council's ruling on whether its action had been justified. The provincial council's appeals committee concluded that the authority's action had been "harsh," and that the notice should be suspended for twelve months and then reviewed.

## "Charley" PRO for C.O.I.

EARLY last month I met "Charley" for the first time, and felt at once that he was a lad who would go far.

He was created from the palettes of a C.O.I. cartoon film production team headed by JOHN HALLAS and JOY BATCHELOR who believed that the animated cartoon film, coloured and accompanied by musical effects, was the most effective medium for explaining government methods to the people, and that Charley—a cartoonist's conception of the average man—was the right personality for the job.

The first two films in which he features can now, or soon will, be seen in most of the cinemas in the country. One, "New Town," explains why new towns will be more pleasant to live in than the old, and the other, "Your Very Good Health," puts the arguments for the national health service.

Just what effect Charley will have on the public we shall soon know, but I predict that if he and his producers can keep it up he will prove as educative as he is entertaining. Certainly, if he is given a chance to explain how a town is run and what we get for the rates, popular ignorance about local government should be substantially enlightened.

## Hospital Officers' Federation

THE warning given in the February journal to members in the hospital services who might be tempted to join the newly formed National Federation of Hospital Officers, a body whose activities are disruptive of the efforts of existing organisations now successfully creating collective bargaining machinery for the new hospital service, has been quickly followed up by the T.U.C. National Advisory Council for the Nursing Profession. That Council has decided that it cannot recommend recognition of the Federation as a bona fide trade union.

## As Others See Us (Sometimes)

"At 4.43 p.m. I telephoned Blackpool Gas Department to say that a coin was wedged in the meter. At 5.5 p.m. the meter was in working order once more." Letter in Blackpool "Evening Gazette."

"Less than an hour after a Cheam resident had complained that a street lamp was defective, the Council repaired it."—London "Evening News."

## NALGO Holidays Abroad—

SINCE the Government announced the lifting of the ban on holidays abroad. Headquarters has been busy preparing programmes for members. First to be ready—it will probably be available by the time these words are read—is for 14- and 15-day motor-coach tours in France (including the Riviera, Switzerland, Italian lakes, and Austrian Tyrol), at prices from 55 to 65 guineas. Each coach will leave and return to Victoria, London. There will be no train travel, and the charges made will cover accommodation, meals, tips, and all other expenses, for which a deduction of only £20 will be made from the £35 allowed to each traveller abroad, thereby leaving him with £15 for personal spending. Programmes of these and other tours are available from NALGO, 1, York Gate, Regent's Park, N.W.1. The Association is also preparing 10- and 17-day holidays in Switzerland, all within the £35 foreign exchange limit.

## —And at Home

THOSE who prefer to spend their holidays at home may, if they are quick, be in time to get a copy of NALGO's 1948 holiday guide, 1s., including postage. Also obtainable from Headquarters are art silk ties and flannel scarves in Association colours, price 7s. 6d. and one guinea (and one coupon), each, respectively.

## Two Rugby Internationals

Members have been well to the fore in sporting news recently. R. J. P. MADGE, surveyor to Totnes R.D., played for England's Rugby fifteen against the Australians, Wales, and Ireland earlier in the year, and FRANK TROTT, Cardiff, full-back for that city's fifteen, has represented Wales in three international matches.

Other members are equally active on the administrative side—such as A. HODSON, member of the Stoke-on-Trent Executive Committee for ten of his 20 years' membership of NALGO, who is secretary of the North Staffordshire and District Cricket League, the second oldest in the country.

Paignton branch PRO, Miss E. TREVANTH, invites any member visiting Torbay and competing in the Olympic Games during July and August to get in touch with the branch secretary, A. ALLAN, Municipal Offices, Oldway, Paignton.

Haslemere challenges any S.E. coast branch to a game of cricket on its summer outing—to be fixed on a weekday between Whitsun and August.

## We're in the Navy Now!

We all know that NALGO numbers many curious professions among its members. But how many, I wonder, realise that they now include

naval hydrographic surveyors? I get the information from Lieut.-Commander D. N. MACMILLAN, hydrographic surveyor to Southampton Harbour Board since 1934, who tells me that their job is to make accurate scientific surveys and supervise all the dredging contracts involved in the development of the heavy deep draught tonnage which is characteristic of the port. During the war, he and his assistant, Lt.-Cdr. Nicholson R.N.V.R., went into the Royal Navy to carry out research plans which they had submitted at the outbreak of war; and Lt.-Cdr. Nicholson was blown up by a mine which he had successfully located by special devices they had developed. Both have served as official surveying officers under the Commander-in-Chief, Portsmouth.

## Prizes for Essays

ENTRIES for the annual Haldane essay competition, open to members of the public services for the most useful contribution to the practice and study of public administration, should be received by the secretary, Institute of Public Administration, 18, Ashley Place, S.W.1, by May 31. Essays must not exceed 5,000 words.

Another essay competition is that arranged at its first venture by the newly constituted West Midlands area education committee, which is offering three eight-guinea prizes to enable the winners to attend NALGO's summer school at Oriol College, Oxford, from July 3-10. The competition is restricted to members in the district. Essays, of not more than 2,000 words, on any recent legislation or proposals for reform in any section of local government, should be sent to T. E. SMITH, 43, New Street, Birmingham 2, by May 12. Intending competitors should write first to Mr. Smith for the conditions.

## Two Week-end Schools

YORKSHIRE district has arranged a week-end school at NALGO's Cayton Bay holiday centre on May 8-9 at 17s. 6d. to 25s. Write Mrs. E. CROSS, 62a, Bootham, York.

A week-end refresher course has been planned by the South Western area education committee from April 8 to 10, at Exeter Hall, University College of the South West, Exeter, at a cost of up to 30s. 6d. Details from W. S. STEER, "Treleigh," Vaughan Place, Heavitree, Exeter.

## New Name for NALGO

IT has been pointed out to me that, in awarding the prize in last month's competition for a new name for NALGO to the sender of "Union of National and Local Government Officers," the judges omitted to mention that a version only slightly different—Association of National and Local Government Officers—had been suggested by A. W. CALE, chairman of London Power Branch, in the December journal. The judges point out that they deliberately forgot all previous suggestions, assessing the entries *de novo*, but it is only fair to mention Mr. Cale's claim to at least part authorship.

## Frank!

Member's occupation (as stated on application form for NALGO Building Society shares)—"Arch. Ass."

## Congratulations to:

Mrs. KENNETH CLARK—better known as CONSTANCE L. GREEDUS, who was elected to the N.E.C. last year—on her marriage in February. Mrs. Clark served with the Walthamstow Electricity Department; her husband is employed by the same industry at Weymouth.

G. A. POPKIN, new president, Shoreditch branch, on completing 14 years as branch secretary, for some of which time he was also vice-president.

Two founder members of Grantham branch, S. F. NOTT, chief sanitary inspector, and J. W. SIMPSON, borough treasurer and first branch president, both retired after 47 years' service.

W. J. MASKELL, treasurer of the Oxted branch since its formation 21 years ago.

## Quantity Surveyors' Note

The Institute of Quantity Surveyors wishes to inform students of its permanent address—98, Gloucester Place, London, W.1., not St. John's Wood.

## S.E. Office Moves to Brighton

NALGO's South Eastern district office has been removed from Maidstone to "Aqua House," 24-25, Old Steine, Brighton 1. Tel. 7983.



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The half-yearly **PRELIMINARY, INTER-MEDIATE and FINAL EXAMINATIONS** of the **CORPORATION OF CERTIFIED SECRETARIES** will be held on Friday and Saturday the 11th and 12th June, 1948, in Belfast, Birmingham, Bristol, Cardiff, Cork, Dublin, Edinburgh, Glasgow, Hull, Leeds, Liverpool, London, Manchester, Newcastle-upon-Tyne, Sheffield, etc. Entries must be received on or before 1st May, 1948, at the offices of the Corporation, Secretaries Hall, Fitzroy Square, London, W.1.

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## SCOTTISH NOTES

## Claim for Salary Increase Now Before J.I.C.: More Grading Data Sought

**AN** application has been made to the Joint Industrial Council for improvements in the Scottish Charter to bring it into line with the recent consolidation award for England and Wales, and is now before the Council's executive.

Application of the English award to Scotland would not, however, establish uniformity so long as the grouping system remained. The staff side view is that the local government service in Scotland and in England must be regarded as a whole, with a single standard of conditions, not as two distinct services with differing conditions.

The arguments in favour of grouping when it was introduced in 1946 were based on the capacity to pay of different groups of local authorities. While the staff side finally agreed to the system, it did so only on the understanding that it would be reviewed when Government policy on local authority finance was announced. That has now been done. The Government is aiming at parity in rating, declaring that its proposals "will put the local authorities in both countries in the same position," thus destroying the case for grouping.

Immediate abolition of the system may not be possible, but the J.I.C. has agreed to a review at the end of two years, which ends in November, and a reasonable approach must be made to the employers. A satisfactory compromise might be found in the abolition of the system by stages. We hope that the salary adjustment will effect a general levelling up in the General Division, and that the wage for age will in all cases be the same as in England.

**J.I.C. Decisions.**—At the March J.I.C. agreement was reached on leave for Territorial training: those attending camp for not less than one week will be granted extra leave of absence with pay made up.

More than one grade in the A.P.T. Division of the Charter may be applied to a particular post, although the authority may specify the qualifications required for progression from one grade to another. Miscellaneous grades are to receive overtime, and will be accorded Charter annual leave and sick pay conditions, further provisions being referred to the executive committee.

The Secretary of State will be asked to receive a deputation regarding the fixing of rates of pay by Government departments without consulting the J.I.C., as was recently done for milk officers by the Scottish Health Department.

**Grading.**—Branches are asked to provide the district office with up-to-date information on the general classification of staffs under the Charter for a report now being compiled.

Data already received shows too wide a disparity between like authorities in the numbers of their officers graded in the General Division. In 17 counties the classification in that Division ranges from 36.2 to 69.8 per cent, and in 15 of the large burghs from 36.7 to 65 per cent. Uniformity can be achieved only by closely co-operating with the district office and furnishing information as speedily as possible.

As "Critic" advised in the March "L.G.S.", "branches should be constantly reviewing grading, and there should be a constant interchange of grading schemes between branches of comparable authorities."

**Charter Adoptions.**—Gourock has at last agreed to adopt the Charter, and action has been taken against Bo'ness and Lanark councils, which have refused to do so. Branch secretaries are asked to notify the district officer immediately of other authorities still outside.

**Application of the Charter.**—Disputes over the application of the Charter by Falkirk, Dunoon, and Arbroath library committee have been reported to the J.I.C.

**Appeals.**—Improved gradings have been won on appeal in Aberdeen, Airdrie, Cumnock, Dalbeattie, Dundee, Forfar, Hamilton, Kilsyth, Kilwinning, Kirkcaldy, and Motherwell, and

the counties of Ayr, Dumbarton, Inverness, Renfrew, and Ross and Cromarty.

**Consultative Committees.**—The National Health Services consultative committee has had its first meeting, and the Gas and Electricity committees are being formed.

**Harbour Trusts.**—Gradings based on the Charter have been submitted to the Greenock and Dundee harbour trusts and application has been made to Aberdeen for representation on all matters affecting salaries and conditions.

**Summer School Change.**—Owing to graduation day falling within the week previously chosen for the summer school at St. Andrews University, the school will now be held from August 21 to 28.

**Health Services Salaries.**—At a meeting of the J.I.C. Health Services Committee on March 10, the following new scales were approved, with effect from April 1.

**Medical Laboratory Technicians.**—Chief technician, £500 x 20 x 25—£625; senior qual. technician, £425 x 15—£515; qual. asst. technician, £370 x 15 x 20—£450; and unqual. asst. technician, £110—280 in the tenth year of service.

## London Members Demand Higher Salaries and Better Weighting

**A** RESOLUTION expressing "unreserved dissatisfaction at the inadequacy of the present London weighting and the figures at which salaries have been consolidated," and demanding "an immediate increase in the weighting and an early upward revision of the consolidated salary scales to eliminate the adverse conditions in which local government officers are placed," was carried by acclamation at a mass meeting at Kingsway Hall, London, on February 26, of 2,000 London local government officers.

Soon after the meeting had begun the hall became so packed that the chairman, W. STROTHER, a member of Bethnal Green branch and of the N.E.C., at the request of the management, called on those standing to leave the hall. Some did, but many others squeezed in among their colleagues.

Moving the resolution, J. B. McCANN, vice-chairman of the district "bonus and weighting sub-committee" and a member of the N.E.C., explained that the object of the meeting was to condemn the "manoeuvres and delaying tactics of the employers' side of the national Joint Council." NALGO, he said, had always shown a lively concern for the efficiency and good repute of local government. Its members displayed keen loyalty to the public and the Association had not been an exclusively "bread and butter" union, intent on forcing up salaries. It had advocated Whiteleyism as the means of negotiating salaries and conditions fair both to the public, who had to meet the bill, and to the officer who gave devoted and expert service.

### "Discredit to Whiteleyism"

But Whiteleyism implied free negotiation and discussion between equals; it demanded a willingness on each side to appreciate the other's point of view and a desire, even an eagerness, to reach agreement. Recent unhappy experience of the type of negotiation practised by the employers' side had been enough to discredit the whole Whiteley system. The need to resort to arbitration showed that Whiteleyism had broken down. The employers might have felt fortified in their intransigence by the findings of the National Arbitration Tribunal but, Mr. McCann added, amid cheers, "We are here to-night to show them that they would be wise to have second thoughts."

The employers' attitude endangered local government itself. In the Charter, officers had agreed to a searching promotion examination and had shown themselves willing to meet the employers more than halfway in raising the already high standards of ability and efficiency. They were entitled to demand that the rewards for success should reflect those standards. The rewards failed to do that, and they would soon find that the promotion examination would have to be by-

Unqualified laboratory technicians undertaking duties applicable to qualified staff and who were aged 35 in November, 1946, will be paid the qualified assistant's scale.

Orthoptists and Speech Therapists are to receive the salaries approved by the English Joint Committee.

**Radiographers.**—Where there are five or more radiographers under a senior radiographer, one of the assistants will be paid £25 a year responsibility pay.

## Obituary

### Miss M. Anderson, N.E.C.

We regret to record the death on March 6, after a long and painful illness, of Miss M. ANDERSON, officer in charge of school meals, West Ham, a member of NALGO's National Executive Council since 1945.

Miss Anderson was appointed to a seat on the National Joint Council in 1945, was chairman of the women's sub-committee of the Metropolitan district, 1943-45, and of the women's services committee of the N.E.C., 1946-7, and a member of her branch executive since 1940, of the staff side of the local joint committee, of the Consultative Committee on Training and Employment of Women in Catering and Household Administration, and of the Women's Group on Public Welfare.

passed if local authorities were to fill vacancies in the clerical and higher clerical divisions.

The interests of the public were ill-served by those who thought that the local government service could be staffed at cut-price rates. The service was essential to the national productive effort. So-called "productive workers" would not be able to produce but for the education, water supply, hospital and health services, sewage disposal, and a host of other services provided by their local government. The employers' side were gambling with the public welfare if they continued their stubborn refusal to pay salaries adequate to attract and retain staff of the calibre necessary to administer those services.

P. P. ROSENFELD, Ilford, confessed that there had been some reluctance to press on with the campaign, in view of the White Paper on personal incomes, costs and prices; but the decision was justified by the fact that the local government officers' bonus had been frozen since January, 1945, while prices had gone on increasing all the time.

### "£75 Weighting, Not Excessive"

The Charter scales applied to the cheapest rural area in England and Wales and, since rents and fares paid by the Londoner were at least 20s. and 10s. respectively above those of the rural officer, £75 a year would not have been an excessive weighting for him. General and miscellaneous division officers could not make ends meet unless they had ex-service gratuities or their wives went out to work.

Some were asking what was the use of a demonstration and a mass meeting. In the past local government officers had been the last to get rises and the first to get cuts because their employer looked upon them as a weak-kneed lot. They had to show the employers that there had been a change of feeling amongst them and that the full weight of branch support was behind the staff claims.

One of a number of speakers from the floor, R. A. STEPHEN, Dagenham, warned members that there was a big struggle ahead. Their position, he considered, was due to weakness, and he asked those present, whether, if they were driven to it by the failure of every other method, they had "got the guts to strike." A ringing cheer and cries of "Yes" was his reply—but some dissent greeted his next question, whether members would face their responsibilities by forcing the issue of affiliation to the T.U.C. at this year's Conference. The chairman announced that the meeting had no official status but that the resolution would be brought to the notice of the joint secretaries of the National Joint Council, the National Executive Council of NALGO, the four Metropolitan provincial joint councils, all district committees, and "every other quarter where it would do an good."





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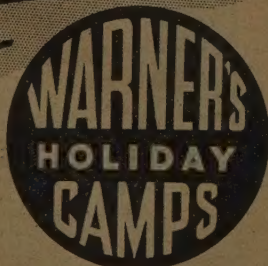
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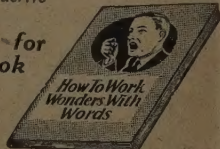
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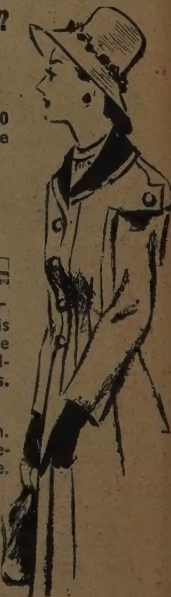
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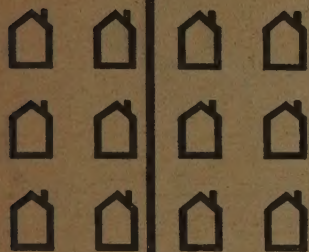
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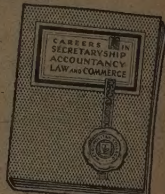
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